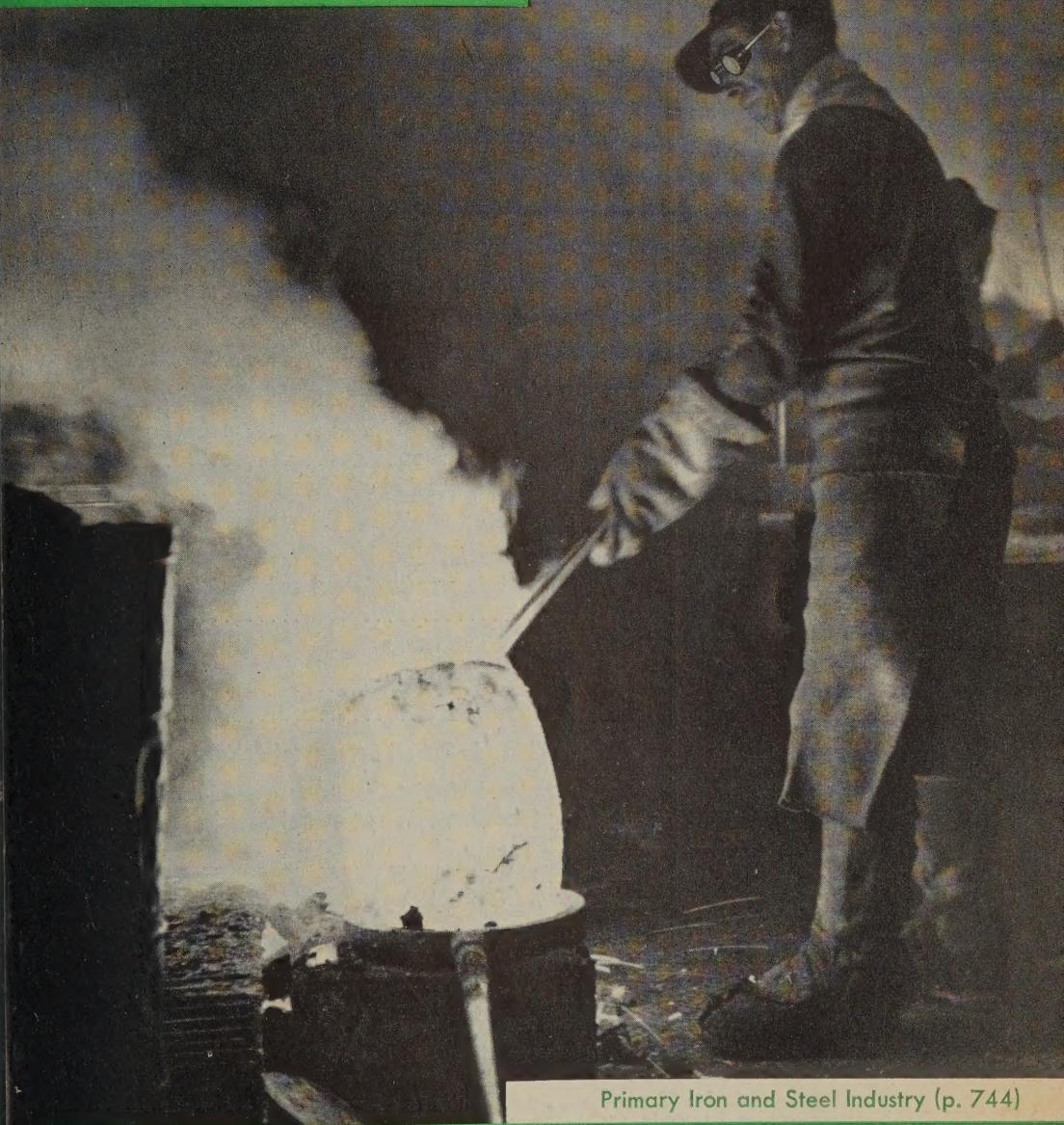




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manpower and labour relations

REVIEW

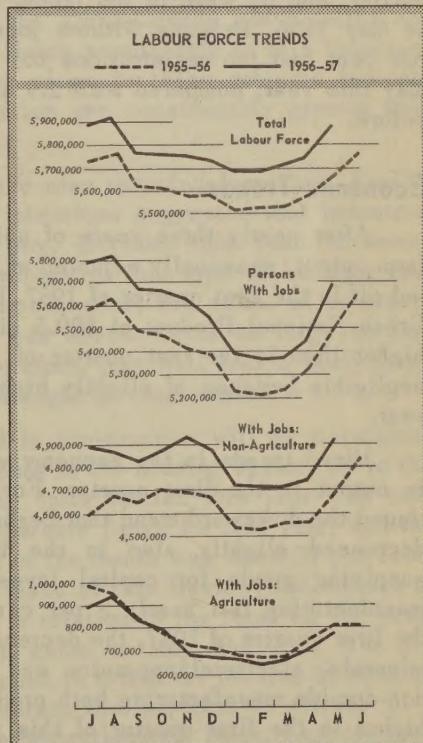
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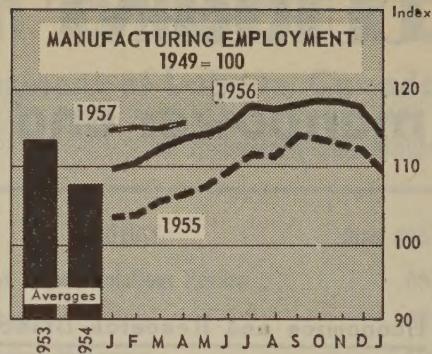
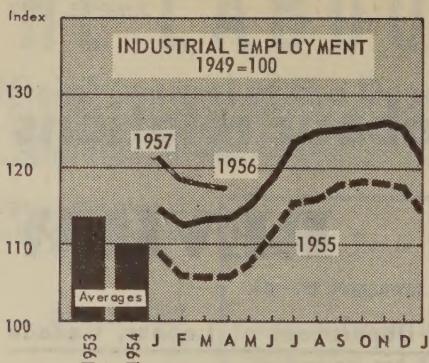
Current Manpower Situation

THE seasonal rise in employment, which began in March, continued with increasing strength during May. Because of a particularly sharp increase during the month, the rise in employment this spring was larger than last. Both farm and non-farm industries showed considerable improvement during the month; farm activities increased rapidly in most parts of the country, except in the Atlantic region, where spring seeding was delayed by bad weather. The resumption of forestry work and increases in non-residential construction and in the trade and service industries contributed largely to the upsurge in non-agricultural employment. Layoffs in the automobile industry curtailed the increase in manufacturing employment, although the manufacturing industry as a whole showed some improvement because of sizeable staff increases in the light industry sector.

At May 18, 1957, an estimated 5,687,000 persons had jobs, an increase of 245,000 from a month earlier and 188,000 from a year before. The number of persons without jobs and seeking work decreased by 112,000 from mid-April to mid-May, approximating the record decrease of May 1955. Nevertheless, the mid-month estimate of 194,000 job seekers was about 29,000 higher than the figure at the corresponding date last year. Registrations for employment at National Employment Service offices followed a similar pattern.

Unemployment has continued to be somewhat higher than last year,





despite the unusually rapid increase in employment this spring. This can be attributed partly to the fact that the labour force has risen particularly sharply in recent months. Stimulated in part by the large influx of immigrants since last fall, the increase in the labour force this spring was about 43,000 higher than the average for the same period in the past five years.

The classification of local labour market areas at the end of May reflected the relatively easier labour supply situation this year. Only one area was in the shortage category compared with five a year earlier; and 52 were in the labour surplus categories compared with 39 in May 1956. Persons without jobs and seeking work represented 3.3 per cent and job registrations 6.1 per cent of the labour force at mid-May this year, compared with 2.9 and 5.0 per cent, respectively, a year before.

Economic Trends

After nearly three years of uninterrupted growth, the value of non-farm output, seasonally adjusted at annual rates, appeared to have levelled off in the first quarter of 1957. Preliminary figures show the non-farm Gross National Product at \$29.5 billion, about one-half of one per cent higher than in the last quarter of 1956. In real terms, the change was negligible because of slightly higher prices in the first quarter of this year.

Mixed trends in the economy were responsible for the levelling-off in output in the first quarter. For example, housing construction continued the downward trend that began in the third quarter of 1956. Activity decreased slightly also in the industries predominantly engaged in supplying goods for capital investment. Thus, production in durable manufacturing fell nearly 3 per cent from the fourth quarter of 1956 to the first quarter of 1957, the decrease being concentrated in non-metallic minerals, electrical apparatus and supplies and non-ferrous metals. In non-durable manufacturing both production and employment were slightly higher in the first quarter of this year but there are conflicting trends within the sector, losses in some consumer goods industries, such as rubber and clothing, offsetting gains in others. Continuing strong demands for some products, such as newsprint, however, resulted in the higher over-all level of output.

In general, the major gains in production, employment and income were in the service and distributive trades rather than in the commodity-producing industries. The contribution of the construction industry to output and income was significantly reduced.

Preliminary data for April tend to confirm the present conflicting trends in the economy. The composite index of industrial employment, on a seasonally adjusted basis, had risen slightly; manufacturing and mining employment, however, had decreased somewhat, leaving other industries to account for the total increase. The gain in construction employment in April was only fractional.

Construction Employment

The seasonal upswing in non-residential construction this spring appears to be equal to and perhaps greater than was expected earlier. During the first four months of the year, employment in the industry was 8 per cent higher than last year, on the average, in spite of a sharp drop in housing. This is a larger increase than in other main industry groups.

The 1957 construction program represents, to a large extent, the completion of plans initiated in 1955 and 1956. Foremost among these are engineering works such as pipelines, power developments and the extension of highway systems. The total value of such construction planned for the current year is estimated to be 19 per cent more than in 1956. The St. Lawrence Seaway, the Trans-Canada gas pipeline and numerous other power developments figure prominently in this increase. National Employment Service offices close to these projects indicate that labour requirements in construction are considerably greater than last year.

Other sectors of the industry have also recorded increases. Earlier this year, the survey of investment intentions suggested that industrial construction would show little, if any, increase this year. It seems possible, however, that the actual volume of this type of building may be greater than expected. In the first quarter, the value of contracts awarded for industrial construction was almost twice as large as last year. This sector of the industry, therefore, may well play a fairly large part in maintaining the employment strength in construction.

Whether or not the upward trend in construction will be maintained depends to some extent on developments in the housing sector. Up to the end of April, the number of housing units started this year was only about two-thirds as great as the comparable figure for last year, and the number under construction at the end of the month was down 27 per cent. However, as pointed out in the last issue of this Review, the volume of new housing in this period is small in relation to the total for the year. Even slight year-to-year percentage gains in May and June (the big months for housing starts) would do much to offset the decline in housing activity. By the same token, of course, the employment effects of a decline during these months would be proportionately large. Expectations are, however, that housing construction, compared with last year, will improve as the year progresses. It is expected that at least 100,000 housing units will be started in 1957, compared with 217,000 in 1956, when the total was unusually high.

Although construction employment has remained relatively high there has been little or no improvement in the unemployment situation in this industry. At the end of April, skilled and unskilled construction workers registered at NES offices totalled 134,000, some 24 per cent more than a year earlier; by the end of May the number had dropped to 71,000 but this total was 48 per cent higher than that of a year before.

Important regional differences existed in the demand for and supply of construction workers at the end of May. In the Ontario and Pacific regions, vacancies on file at NES offices were markedly fewer than a year before, while registrations showed a much larger year-to-year increase than the national average. In the Prairie region, on the other hand, construction workers registered with the NES increased only moderately while vacancies were more numerous than last year. In the Quebec and Atlantic regions, vacancies listed were about the same as last year but the number of workers registered was moderately greater.

Some indication of the impact of current and past construction programs is indicated in the following table, which shows the relationship between construction expenditures and the labour force in each region. It goes far to explain the reason for the shortages that occurred in western provinces at the height of the construction season during the past few years.

	Construction Expenditures ¹ (dollars per worker) ²				
Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
1955	985	800	841	932	1,268
1956	1,156	810	976	1,081	1,474
1957	1,176	774	970	1,142	1,464

¹Actual 1955; preliminary actual 1956; intentions 1957.

²Labour force, first quarter averages.

Sources: *Private and Public Investment in Canada; Labour Force Survey, DBS.*

The table also shows that when expected expenditures for 1957 are related to the growing labour force, the increase from 1956 to 1957 is considerably smaller than the value figures alone suggest. The increase in value from 1956 to 1957 is 5 per cent but the increase in dollars per worker is only 2 per cent. If supplies of construction workers increase in line with the increase in the total labour force, general construction labour supplies should be more adequate than last year. In view of the increased emphasis on engineering projects, however, which generally require fewer workers to accomplish an equivalent value of work, some surpluses of construction workers may develop.

The type of construction planned for 1957 suggests a substantial shift in occupational requirements, with increased demand for steel workers and heavy equipment operators and a smaller need for carpenters and bricklayers. It also suggests that the geographical distribution of demand and supply will be more uneven than usual because of the shift from housing to resource development projects. These factors probably already contributed to the relatively high levels of unemployment among construction workers.

Current Labour Statistics

(Latest available statistics as of June 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	May 18	5,881,000	+ 2.3	+ 3.8
Total persons with jobs.....	May 18	5,687,000	+ 4.5	+ 3.4
At work 35 hours or more.....	May 18	5,142,000	+64.1 ¹	+ 2.9
At work less than 35 hours	May 18	429,000	-80.2 ²	+ 10.0
With jobs but not at work.....	May 18	116,000	-18.3	+ 3.6
With jobs but on short time.....	May 18	38,000	- 2.6	+ 65.2
With jobs but laid off full week	May 18	12,000	-52.0	-
Persons without jobs and seeking work	May 18	194,000	-36.6	+ 17.6
Persons with jobs in agriculture.....	May 18	773,000	+ 9.5	- 5.4
Persons with jobs in non-agriculture.....	May 18	4,914,000	+ 3.8	+ 5.0
Total paid workers.....	May 18	4,459,000	+ 4.0	+ 4.6
<i>Registered for work, NES (b)</i>				
Atlantic.....	May 16	56,200	-37.1	+ 21.1
Quebec	May 16	120,600	-35.5	+ 15.5
Ontario	May 16	101,800	-29.0	+ 52.9
Prairie	May 16	43,800	-41.1	+ 10.6
Pacific	May 16	37,600	-27.0	+ 50.4
Total, all regions	May 16	360,000	-34.0	+ 27.7
<i>Claimants for Unemployment</i>				
Insurance benefit	May 1	373,609	-33.2	+ 27.9
Amount of benefit payments	April	\$40,392,557	- 8.5	+ 21.7
Industrial employment (1949=100)	April 1	117.8	- 0.3	+ 3.8
Manufacturing employment (1949=100).....	April 1	115.3	+ 0.3	+ 1.7
Immigration.....	1st 3 mos.	62,460	-	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost	May	144,700	-	- 49.8(c)
No. of workers involved	May	15,393	-	- 7.0(c)
No. of strikes	May	40	-	+ 46.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	April 1	\$67.50	+ 0.2	+ 6.4
Average hourly earnings (mfg.)	April 1	\$1.59	+ 0.7	+ 5.4
Average hours worked per week (mfg.).....	April 1	41.1	+ 0.5	0.0
Average weekly earnings (mfg.).....	April 1	\$65.23	+ 1.2	+ 5.4
Consumer price index (av. 1949=100).....	May 1	121.1	+ 0.2	+ 3.9
Real weekly earnings (mfg. av. 1949=100)	April 1	129.1	+ 0.7	+ 1.5
Total labour income.....	\$000,000	1,205	0.0	+ 10.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	March	283.1	- 0.1	+ 2.0
Manufacturing	March	285.7	+ 0.7	+ 1.1
Durables	March	350.1	+ 0.7	+ 0.7
Non-Durables	March	244.6	+ 0.7	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

¹Good Friday occurred in the survey week.

Labour-Management Relations

The Bargaining Scene

IN the first six months of 1957, settlements were achieved for almost half the contracts covering 1,000 or more workers scheduled to be renegotiated during the year; slightly more than half of the contracts are for periods of two years or more, most making provision for two or more wage increases spread over the term of the agreement. Between January 1 and June 15, contracts were signed for a total of 49 of these units, with 42 either in or about to enter the renegotiation stage at mid-June.

Among the contracts effective for two or more years, approximately 40 per cent provide for wage increases up to 15 cents per hour during their terms, and in 60 per cent the total amount is more than 15 cents. In contracts effective for one year, wage increases most commonly range from 5 to 10 cents per hour, but increases were greater than this in almost 40 per cent of the agreements.

Other features of the 49 settlements include an increase in the number of agreements providing for three- and four-week vacations and an extension of the number of paid statutory holidays granted. Supplemental unemployment benefit plans were provided in a small number of contracts.

Table 1 - Time Lapse Between Expiry of Previous Agreement and Settlement Date of New Agreement for Contracts Signed January 1 - June 15, 1957 *

Time Lapse	Agreements
1 month and under	22
Over 1 month and under 3 months	14
3-6 months	7
Over 6 months and under 1 year	4
1 year or over	2
Total	49

*Bargaining units of 1,000 or more employees.

Most of the settlements were achieved after relatively short periods of bargaining, as indicated by the accompanying table, although a large number required conciliation services. Assuming that negotiations began 30 to 60 days before the termination date of the previous contract, bargaining extended over a period of two to three months in the largest number of cases. The vast majority were settled after less than five months of bargaining.

Current Negotiations

The accompanying chart deals with the 50 agreements covering 1,000 or more workers under negotiation or scheduled to terminate during the period May 1 to July 31. By June 15, eight had been settled. Strike action preceded a settlement between International Harvester Company of Canada Limited and the United Steelworkers of America.

Thirty-four agreements were under negotiation at mid-June, with 17 at the conciliation stage. Included in this group were several contracts covering workers in the construction trades in Edmonton, Hamilton, Toronto and Vancouver. Negotiations between West Coast logging operators and the International Woodworkers of America entered the post-conciliation stage with the handing down of the conciliation board report

THE BARGAINING SCENE JUNE 15, 1957

Bargaining Units of 1,000 or More Employees,
May 1 to July 31, 1957

In Negotiations and Terminating in Period:

50 agreements, 137,500 workers

Bargaining carried over from April: 30 agreements, 62,500 workers
Terminating in period May 1—July 31: 20 agreements, 75,000 workers

Settlements Achieved:

May 15—June 15
8 agreements, 14,800 workers

Major Terms of Settlements (preliminary information)

- **Wages and Duration** —
2, covering 6,200 workers, are 1-year agreements; 1 provides a wage increase ranging from 15—20 cents an hour; 1 provides an increase of 7 per cent.
4, covering 4,700 workers, are 2-year agreements providing wage increases spread over 2 years; 2 increase wages by 25 cents an hour; 1 by 8½—11 cents an hour; 1 by 7 per cent.
2, covering 3,900 workers, are 3-year agreements; 1 provides an increase of 25 cents an hour spread over 3 years; 1 an immediate increase of \$5 per week.
- **Hours of Work** —
Reduced to 37½ per week under 1 contract covering 2,000 workers.
- **Vacations** —
1,200 workers under 1 agreement to receive third week after 15 years' service.
- **Statutory Holidays** —
1,900 workers under 1 agreement to receive 3 additional days.
- **Welfare Benefits** —
1 agreement, covering 3,700 workers, introduced a contributory health and welfare plan; 1, covering 2,000 workers, provides for a severance pay fund.
- **Union Security** —
1 agreement, covering 1,900 workers, introduced compulsory check-off.
One agreement, covering 1,200 workers, reached after strike.

Negotiations Continuing:

At June 15
34 agreements, 104,300 workers

Bargaining in progress:	13 agreements, 34,100 workers
Conciliation in progress:	17 agreements, 25,800 workers
Post-conciliation:	1 agreement, 34,000 workers
Arbitration in progress:	2 agreements, 3,600 workers
Work stoppages:	1, involving 6,800 workers

Other Agreements Terminating in Period:

8 agreements, 18,400 workers

Expiring in June:	2 agreements, 3,000 workers
Expiring in July:	6 agreements, 15,400 workers

early in June. One strike was in progress at June 15, involving the Aluminum Company of Canada Limited, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour.

Wage Rate Indexes

Final results of the October 1, 1956, survey of wage rates conducted by the Economics and Research Branch show that the general index of average wage rates (base year 1949) rose from 141.7 in 1955 to 148.7 in 1956.

Table 2 shows index numbers of average wage rates from 1949 to 1956 for four main industrial groups: all industries; manufacturing as a whole; and within the latter, durable goods and non-durable goods.

During the period 1949-1956, the index for durable goods has kept slightly ahead of the other groups, although from 1955 to 1956, the index for non-durable goods rose by 5.4 per cent compared to rises of 5.2 for durable goods, 5.3 for all manufacturing and 4.9 for all industries.

Table 2 - Index Numbers of Average Wage Rates, All Industries and Manufacturing, 1949-1956
(1949=100)

Year	All Industries General Average	Manufacturing		
		All Manufacturing	Durable Goods	Non-Durable Goods
1949.....	100.0	100.0	100.0	100.0
1950.....	105.5	106.1	106.6	105.6
1951.....	119.1	120.3	121.7	118.8
1952.....	127.7	128.4	130.2	126.5
1953.....	133.6	134.6	136.3	132.8
1954.....	137.9	138.5	140.0	136.9
1955.....	141.7	142.2	143.7	140.7
1956.....	148.7	149.8	151.2	148.3

Table 3 shows the indexes of average wage rates at October 1 for the years 1955 and 1956 with the percentage increase during the period in the eight major industrial groups. The unusually sharp rise in the index for logging is due to a change in the survey date from February 1 to December 1 for eastern Canada. This is the peak period of activity in this section of logging, so that higher earnings were reported for piece-workers.

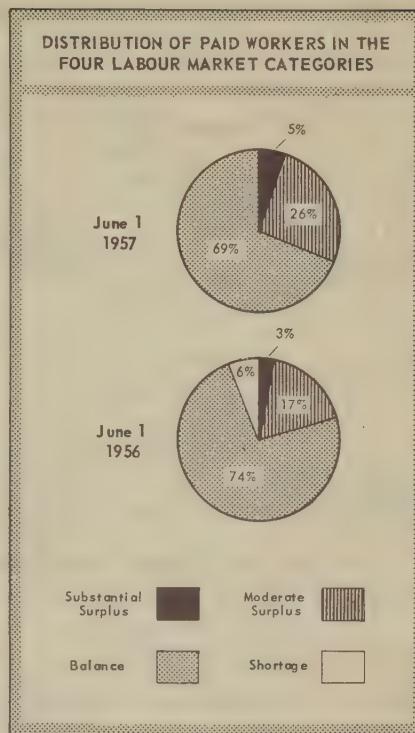
Table 3 - Index Numbers of Average Wage Rates, Eight Major Industrial Groups, 1955-1956
(1949=100)

Industrial Groups	Index at		Per Cent Increase 1955/1956
	October 1 1955	October 1 1956	
Logging.....	138.2	160.8	16.4
Mining.....	134.9	142.4	5.6
Manufacturing.....	142.2	149.8	5.3
Construction (buildings and structures).....	145.4	150.7	3.6
Transportation, storage and communication.....	142.9	152.0	6.4
Electric light and power.....	158.1	169.7	7.3
Trade.....	142.2	146.2	2.8
Personal service.....	132.3	136.1	2.9

Manpower Situation in Local Areas

EMPLOYMENT continued to increase seasonally in all parts of the country during May at a faster rate than in the month before and, although from a lower level, at a faster rate than a year earlier. In all, 70 labour market areas were reclassified, 28 from the substantial to the moderate labour surplus category, 41 from moderate surplus to balance and one from balance to shortage. At June 1, classification of the 109 areas was as follows (last year's figures in brackets): in substantial surplus, 11 (8); in moderate surplus, 41 (31); in balance, 56 (65); in shortage, 1 (5).

All the regions shared in the improved labour market conditions but the employment increases were less pronounced in the Atlantic and Quebec regions than elsewhere. In the Eastern regions, the changes were chiefly from the substantial to the moderate labour surplus categories while in the Ontario, Prairie and Pacific regions, the changes were mainly from the moderate surplus to the balanced category. At June 1, however, the Quebec, Atlantic and Pacific regions were still largely in the labour surplus category, whereas the rest of the country was predominantly in the balanced category. The labour shortage area was in the Prairie region. On the whole, however, the labour market situation was easier than a year earlier because, in most areas, including those in the balanced category, labour supplies were more ample than last year. This year, as last, there were more workers in surplus areas in Quebec than in any other region. The number of workers in surplus areas, however, showed the greatest year-to-year increase in the Pacific region.



Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	June 1 1957	June 1 1956	June 1 1957	June 1 1956	June 1 1957	June 1 1956	June 1 1957	June 1 1956
Metropolitan	1	—	3	2	7	7	—	2
Major Industrial	3	2	13	11	11	14	—	—
Major Agricultural	1	1	2	2	11	11	—	—
Minor	6	5	23	16	27	33	1	3
Total	11	8	41	31	56	65	1	5

*See inside back cover February *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS

June 1, 1957

	LABOUR SURPLUS	APPROXIMATE BALANCE		LABOUR SHORTAGE	
		GROUP 1	GROUP 2	GROUP 3	GROUP 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's		Vancouver-New Westminster QUEBEC-LEVIS WINDSOR	→ CALGARY → EDMONTON → HAMILTON Montreal → OTTAWA-HULL → TORONTO → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Rouyn-Vol d'Or Shawinigan Falls		Brantford → CORNWALL → FARNHAM-GRANBY → JOLIETTE → LAC ST. JEAN → MONCTON → NEW GLASGOW Peterborough Saint John Sarnia → SHERBROOKE Sydney → TROIS-RIVIÈRES	→ FORT WILLIAM- PORT ARTHUR Guelph → HALIFAX Kingston → KITCHENER LONDON → NIAGARA PENINSULA → OSHAWA → SUDBURY → TIMMINS- KIRKLAND LAKE → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Rivière du Loup		→ CHARLOTTETOWN → THETFORD-MEGANTIC- → ST. GEORGES	Barrie → BRANDON → CHATHAM → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER Regina Saskatoon → YORKTON	
MINOR AREAS (labour force 10,000-25,000)	Campbellton Gaspe Grand Falls Montmagny Prince George Rimouski		→ BATHURST Beauharnois Chilliwack Cranbrook → EDMUNDSTON Fredericton → KAMLOOPS Kentville → NEWCASTLE North Bay → OKANAGAN VALLEY Prince Rupert → QUEBEC NORTH SHORE STE. AGATHE- → STE. JÉRÔME → ST. HYACINTHE → ST. STEPHEN → SUMMERSIDE → TRURO Valleyfield → VICTORIAVILLE Woodstock, N.B. → YARMOUTH	→ BELLEVILLE-TRENTON → BRACEBRIDGE Brampton → BRIDGEWATER → CENTRAL VANCOUVER ISLAND → DAUPHIN → DAWSON CREEK → DRUMHELLER Galt Goderich → LACHUTE- STE. THÉRÈSE → LINDSAY Listowel → MEDICINE HAT → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → SAULT STE. MARIE → SIMCOE → SOREL → ST. JEAN St. Thomas Stratford Swift Current → TRAIL-NELSON Walkerton → WOODSTOCK- INGERSOLL	→ WEYBURN

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC

EMPLOYMENT increased rapidly in the Atlantic region during May. Persons with jobs at May 18 were estimated at 517,000, an increase of 44,000 from the previous month and of 18,000 from the previous year. Seasonal industries were almost entirely responsible for the employment increase during the month, which was about normal for the season despite the fact that outdoor activities were hampered by adverse weather. Backward spring weather delayed seeding operations in most areas but agricultural employment showed the usual seasonal expansion. Fishing operations were seriously hampered by bad weather so that processing plants were operating at less than full time. Construction, logging, trucking, and trade establishments accounted for much of the gain in non-farm employment during the month.

Fourteen of the 21 areas of the region were reclassified during May, 12 from the substantial to the moderate surplus category and two from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 4 (3); in moderate surplus, 15 (13); in balance, 2 (5).

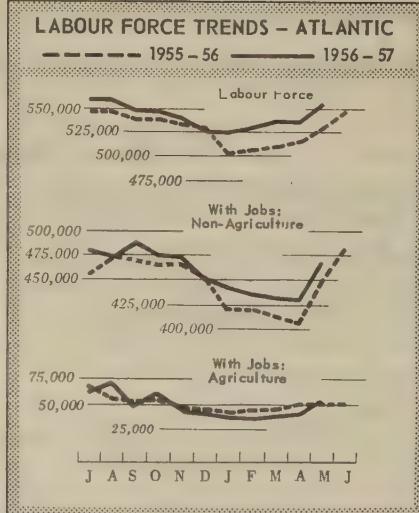
Local Area Developments

St. John's (metropolitan). Remained in Group 1. Unemployment decreased less than usual during May, largely because of a slow pick-up in construction. Fishing and fish processing recorded small employment gains; lobster fishing continued to be hampered by ice conditions. The overall employment situation was slightly worse than last year because of a slow employment rise in some of the main seasonal industries.

Halifax (major industrial). Reclassified from Group 2 to Group 3. Except for seasonal increases in employment the labour market situation changed very little during the month. A shortage of orders resulted in the release of a few workers at the Halifax shipyards but manufacturing employment, on the whole, remained about the same as a year before. The Halifax waterfront remained less active than last year.

New Glasgow (major industrial). Reclassified from Group 1 to Group 2. Employment increased slowly as continuing cold weather delayed the resumption of outdoor activities in most seasonal industries. The railway rolling stock industry continued operating below capacity but production and employment were expected to increase in June following the beginning of work on a new order.

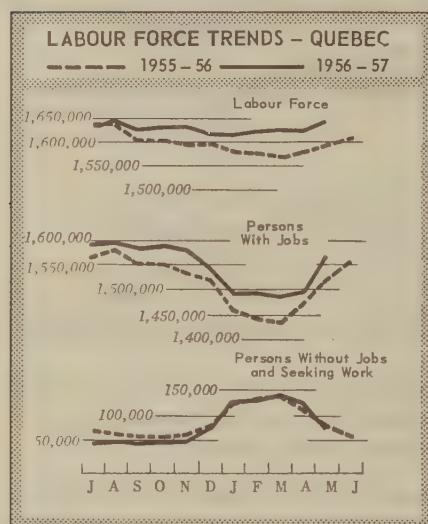
Moncton (major industrial). Reclassified from Group 1 to Group 2. Local employment conditions showed the usual seasonal strengthening.



Charlottetown, Summerside, Kentville, Truro, Yarmouth, Bathurst, Edmundston, Newcastle, St. Stephen, and Woodstock (major agricultural and minor). Reclassified from Group 1 to Group 2.

Bridgewater (minor). Reclassified from Group 2 to Group 3.

QUEBEC



THE labour force in the Quebec region expanded further during May, rising seasonally after having levelled off during April. Employment rose during the month and recorded a slightly higher increase than a year earlier. Unemployment decreased slightly more than seasonally and represented a smaller percentage of the labour force than in the corresponding month in the last three years. At May 18, persons with jobs were estimated at 1,569,000, an increase of 71,000 over the month before and 52,000 over last year. Persons without jobs and seeking work decreased by 56,000, to 71,000 at

mid-May. Despite a much larger labour force, this figure was 4,000 lower than that at the same time last year.

While cool and dry weather hampered agricultural activity in some parts of the region, ploughing had been completed and seeding begun in many areas. Employment, however, rose most sharply in the non-agricultural sector of the economy, with continuing year-to-year increases in iron and steel products, transportation equipment, electrical apparatus and chemical products. Employment declined seasonally in secondary textiles but increased in logging, the manufacture of wood products, in food and beverages, transportation, services and construction, although in the last industry unemployment was still higher than a year before. A boom in industrial and commercial construction partially offset the marked decline in residential construction.

Fifteen of the 24 labour market areas in the region were reclassified during the month. At June 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 6 (4); in moderate surplus, 14 (14); in balance, 4 (6).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Employment rose in the manufacture of leather products and in the industries allied with construction, although in a number of these, the level was still lower than last year. In construction, transportation and the food and beverage industries employment rose seasonally. Unemployment increased, however, in both primary and secondary textiles. Because of the expansion

of the labour force, largely through immigration, unemployment generally was slightly higher than a year ago.

Quebec - Lévis (metropolitan). Reclassified from Group 1 to Group 2. Unemployment dropped in the seasonal industries. Employment was high in sawmills and in the manufacture of paper products. The log drive was under way and some cutting operations had begun before the end of the month. Shortages of skilled mechanics, printers and sewing machine operators were registered but layoffs occurred in primary textiles and boot and shoe manufacturing.

Lac St. Jean, Farnham - Granby, Joliette, Sherbrooke and Trois-Rivières (major industrial). Reclassified from Group 1 to Group 2. Employment rose with the resumption of forestry operations; in addition to the drive some cutting had already begun by the end of the month. Trucking employment rose seasonally following the lifting of road restrictions and employment in the construction and allied industries also increased. Service workers were being hired as hotels and restaurants prepared for the holiday season. However, the strike of some 6,500 aluminum workers at Arvida, continuing since mid-May, affected the entire Lac St. Jean labour market area.

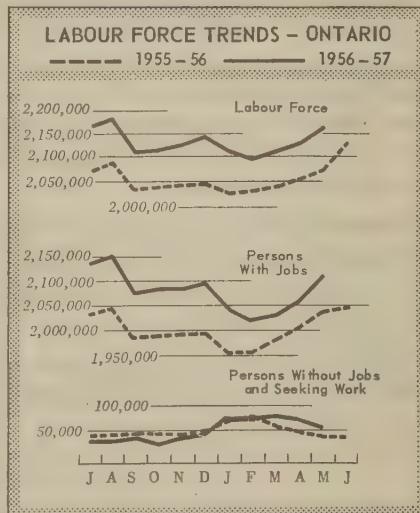
Thetford - Megantic - St. Georges, Drummondville, Quebec North Shore, Ste. Agathe - St. Jérôme, St. Hyacinthe and Victoriaville (major agricultural and minor). Reclassified from Group 1 to Group 2.

Lachute - Ste. Thérèse, St. Jean and Sorel (minor). Reclassified from Group 2 to Group 3.

ONTARIO

EMPLOYMENT in Ontario continued to increase during May. Persons with jobs at May 18 were estimated at 2,112,000, an increase of 53,000 from the previous month and of 74,000 from the previous year. At the same time, unemployment continued to decline but was still higher than last year. Residential construction, building supplies and equipment producing industries and, to some extent, the automobile industry were mainly responsible for the reduced rate of employment increase. In addition, farm operations were somewhat delayed by unfavourable weather conditions. Heavy industry remained steady and light manufacturing industries showed some further improvement. Log driving and sawmilling were in full operation. Professional, technical and skilled clerical personnel and, in some areas, experienced farm help remained in short supply.

Twenty of the 34 labour market areas in the region were reclassified during the month. At June 1, the area classification was as follows



(last year's figures in brackets): in moderate surplus, 6 (2); in balance, 28 (31); in shortage, 0 (1).

Local Area Developments

Metropolitan areas reclassified from Group 2 to Group 3: **Hamilton** — Increased activities in non-residential construction and lake shipping were mainly responsible for the substantial drop in unemployment. The iron and steel industry maintained a high level of employment. A strike at the International Harvester plant made 2,000 workers temporarily idle. **Ottawa-Hull** — The employment situation improved considerably in most occupations. **Toronto** — Most industries contributed to the increase in employment. Heavy industry continued firm. Activity in processing and light manufacturing increased. The textile industry, except clothing, was busy.

Windsor (metropolitan). Reclassified from Group 1 to Group 2. An increase in non-residential construction and the gradual resumption of farm work brought the area into the moderate surplus group. Employment in the automobile and automotive feeder plants remained low, with additional layoffs at the Chrysler Corporation plant.

Cornwall (major industrial). Reclassified from Group 1 to Group 2. Intensification of work on the St. Lawrence Seaway resulted in a reduction of the labour surplus.

Major industrial areas reclassified from Group 2 to Group 3: **Kitchener** — Manufacturing industries, with the exception of woodworking and some home appliances, were busy. **London** — The iron and steel industry operated at capacity. The textile and shoe industries were busy. There was some curtailment in the production of diesel locomotives. **Niagara Peninsula** — Employment increased in manufacturing, trade, shipbuilding and repairs. **Oshawa** — Small layoffs occurred in the automobile industry. Automotive parts production was normal. **Sudbury** — Sawmill operations and river drives were well under way. The demand for metal miners for the Blind River district continued strong. **Timmins-Kirkland Lake** — All sawmills were producing at capacity. There was increased activity at the silver mines.

Chatham (major agricultural). Reclassified from Group 2 to Group 3. Renewed farm operations brought new demand for labour. Some 300 Portuguese immigrants were brought into the area to relieve the expected farm labour shortage.

Belleville-Trenton, Bracebridge, Lindsay, Owen Sound, Pembroke, Sault Ste. Marie, Simcoe and Woodstock-Ingersoll (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

ECONOMIC activity in the Prairie region showed a decided increase during May. Persons with jobs at May 18 were estimated at 1,015,000, an increase of 58,000 from the previous month and of 24,000 from the previous year. The rise in employment was accompanied by a larger expansion than usual of the labour force. Nevertheless, unemployment showed a sizeable decline, falling to about the level of a year before. All parts of the region recorded considerable employment increases during the month but there was little evidence of widespread labour

shortages. While additional farm workers could have been used in many areas, farm operators proceeded rapidly with their spring work and were reported to have virtually completed the seeding of grain crops by the end of the month. A sharp pick-up in construction employment resulted in shortages of certain skills although supplies of construction labour generally were somewhat heavier than a year before; the strongest demands were for heavy equipment operators and welders for pipeline construction.

On the whole, there was a much better balance between the demand and supply of labour in the Prairie region than in other parts of the country. This was reflected in the NES statistics for the end of the month, which showed 40 per cent as many job vacancies as job registrations in the Prairie region compared with 15 per cent for the country as a whole.

Sixteen of the 20 areas in the region were reclassified during the month. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 19 (16); in shortage, 1 (4).

Local Area Developments

Calgary (metropolitan). Reclassified from Group 2 to Group 3. Rapid employment expansion continued but labour shortages were much less widespread than a year earlier.

Edmonton (metropolitan). Reclassified from Group 2 to Group 3. Unemployment fell steadily and by the end of the month farm workers, hard rock miners, heavy equipment operators and pipeline workers were in very short supply.

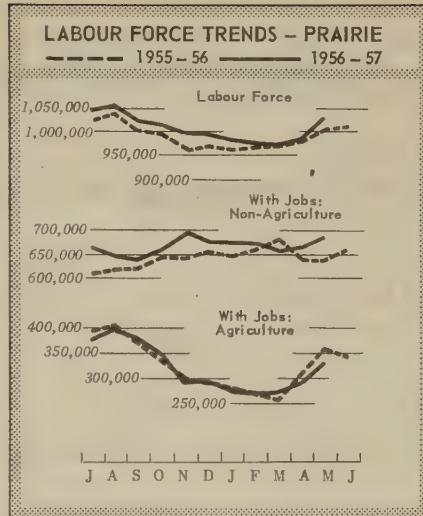
Winnipeg (metropolitan). Reclassified from Group 2 to Group 3. Manufacturing accounted for much of the employment increase in this area.

Fort William-Port Arthur (major industrial). Reclassified from Group 2 to Group 3. Employment increased sharply in forestry and construction.

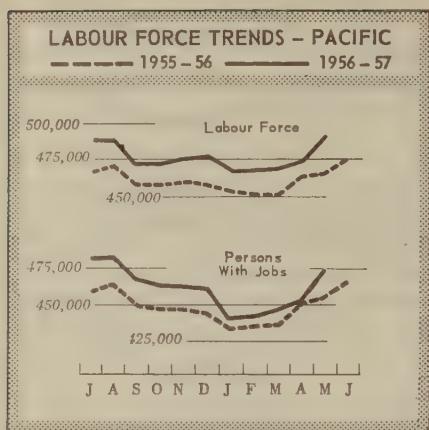
Brandon, Lethbridge, North Battleford, Prince Albert, Red Deer and Yorkton (major agricultural). Reclassified from Group 2 to Group 3.

Dauphin, Portage La Prairie, Drumheller, Medicine Hat and Dawson Creek (minor). Reclassified from Group 2 to Group 3.

Weyburn (minor). Reclassified from Group 3 to Group 4.



THE employment situation in the Pacific region showed a marked improvement during May as seasonal demand for labour increased. Persons with jobs rose by 19,000 to 474,000, about 20,000 higher than in May 1956.



However, although the decrease in unemployment during May was greater than last year, the number of unemployed persons at June 1 was higher than a year earlier.

Increased logging and sawmilling activity resulted in greater demand for workers in these industries, but employment was still lower than last year, especially in sawmilling, largely because of less favourable lumber markets in Canada, the United States and the United Kingdom. Construction employment rose moderately to a higher level than in May 1956.

There was some improvement in most sections of manufacturing but the production level of plants largely dependent on orders from logging and sawmilling firms was lower than last year. Employment remained high in engineering firms producing heavy machinery and units for hydro-electric power plants, oil refineries and pulp mills. Steel fabricating plants and shipyards employed more workers than last year.

During the month, five areas were reclassified, two from the substantial to the moderate labour surplus category and three from moderate labour surplus to balance. At June 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 6 (2); in balance, 3 (7).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. The employment situation improved considerably during May. The possibility of strikes in the forestry industries limited the extent of the improvement in logging in outlying areas but, at the same time, resulted in accelerated production in sawmilling. Activity increased moderately in construction, including the housebuilding sector. In general, manufacturing employment was higher than in April, especially in heavy steel fabricating firms, but plants dependent on the forestry industries were not fully active.

Victoria (major industrial). Reclassified from Group 2 to Group 3. There was a steady demand for labour during the month. More workers were required in logging; sawmills operated steadily. Shipbuilding and sheet metal firms were busier but machine shops were operating at less than capacity because of unsettled conditions in the forestry industries. Construction projects progressed favourably but there was little additional demand for labour.

Central Vancouver Island and Trail-Nelson (minor). Reclassified from Group 2 to Group 3.

Okanagan Valley and Kamloops (minor). Reclassified from Group 1 to Group 2.

NOTES OF CURRENT INTEREST

CLC General Board Holds First Biennial Meeting

A union was suspended and automation and organization were the chief topics of discussion at the first biennial meeting of the Canadian Labour Congress General Board in Montreal May 1 to 3.

The General Board consists of the Executive Council plus one representative of each national and international union affiliated to the CLC. It is advisory only, and meets biennially in the years between Congress conventions.

The International Union of Operating Engineers was suspended following complaints of repeated raiding by the Union.

The suspension is to remain in effect "until such time as the Canadian ranking officers of this union and the membership, by statement and action, satisfy the executive Council that they are prepared to abide by the obligations of membership provided in the constitution of the Canadian Labour Congress".

This means that the Executive Council can lift the suspension at any time such evidence of good faith is provided.

In a quick check, Dr. Eugene Forsey, CLC Research Director, found that automation appears so far to have had a very limited effect on Canadian employment. Reporting his findings to the Board, he warned that his statement was based on a very limited survey.

Enquiries, Dr. Forsey advised, had been made of unions with a total of 665,000 Canadian members. Of these, 44 per cent, with about 240,000 members, provided no information, suggesting they were not seriously affected.

"The replies from the rest," said Dr. Forsey, "indicate that automation had had little or no effect on total employment in their industries, though there have been some problems of displacement."

Dr. Forsey expressed dissatisfaction with the survey because, as a result of the limits both of time and CLC facilities, an adequate study was impossible. Such a study could be made only by the Government, he said.

President Claude Jodoin told the General Board that the biggest challenge facing the Canadian labour movement was organization.

Three sessions of the Montreal meeting of the Board were devoted to discussions

on organization, led by CLC Director of Organization Joe MacKenzie, who outlined the procedure for transfers of unions, jurisdictional problems and the general organizational picture.

Other CLC national directors who discussed various phases of Congress activity were: Max Swerdlow, education; Howard Conquergood, political education; Kalmen Kaplansky, international affairs; Dr. Eugene Forsey, research; Norman S. Dowd, *Canadian Labour*; and Jack Williams, public relations.

The General Board learned that in 1955, the number of workers covered by collective agreements was 1,561,792. At January 1, 1956, the number of union workers was given in government reports as 1,351,652. This meant that 210,140 workers were enjoying the benefits of union organization without sharing the obligations of membership.

It had been found that "the number of workers covered by agreements went up very substantially between 1946 and 1955—almost 57 per cent". In spite of this rise it was noted that there are more than two-and-a-half million Canadians who are potential members—650,000 of them in classifications generally described as "white-collar" workers.

Considerable praise was given by the General Board to a document, "The Extent of Union Organization in Canada", prepared under the direction of Andy Andras, Assistant Research Director of the CLC. It was described as the most complete analysis of its kind ever made.

Future political educational programs of the CLC include a series of staff workshops, municipal affairs courses, and union opinion polls, prepared by the CLC's Political Education Department, the Director, Howard Conquergood, informed the Board.

Labour council political education co-ordinating committees have already been established in a number of centres, including Toronto, Winnipeg, Saskatoon and Vancouver. Eleven workshops and courses have been conducted. In the two months since establishment of the programs, 257 local unions and 26 labour councils have registered, and additional registrations are running 30 to 40 each week.

CLC President Jodoin and Secretary-Treasurer MacDonald will represent the

CLC at Executive Board sessions of the International Confederation of Free Trade Unions, to be held in Tunis. Kalmen Kaplansky and CLC Vice-president William Mahoney will join them to make up the CLC delegation to the general conference of the ICFTU, to be held early next month.

President Jodoin, it was disclosed in a Canadian Press dispatch while the Board was in session, and confirmed on a television interview, turned down a seat in the Senate offered to him in 1956.

Annual Policy Conference Held by Steelworkers

At its national policy conference in Montreal, the United Steelworkers of America (CLC) decided to encourage "willing" locals of the International Union of Mine, Mill and Smelter Workers (ind) to return to the *bona fide* labour movement. The Mine, Mill Union was expelled from the former Canadian Congress of Labour on the ground that it was communist-dominated.

The two-day convention, held in Montreal at the end of April and attended by 319 delegates, went on record as favouring the CCF party as Labour's political arm, and urged the union's 72,000 Canadian members to work and vote for its election;

Brushed aside two resolutions urging more Canadian autonomy by substituting a motion of confidence in the "traditional and healthy relationship" between American and Canadian steelworkers;

Approved an approach to the Government about an automation conference; and

Mapped its collective bargaining program, which included continued efforts for shorter hours—a target of less than 2,000 per year—and wages equal to those in similar U.S. industries.

The convention also recommended in an emergency resolution that its more than 350 locals "make contributions of a minimum of \$1 per member per month" to the support of the more than 1,000 Steelworkers who went on strike at the Gaspé Copper Mines operations at Murdochville, Que., March 11.

It was noted by convention delegates that "hospitalization programs which have been developed under collective bargaining arrangements now must be reviewed in the light of legislation passed at Ottawa, and accepted by several of the provinces". In a resolution it was made clear that the Government plan "should be no excuse for employers to reduce their contributions" to employee welfare programs, which should be part of collective bargaining.

Strong endorsement was given at the convention to the proposition of having the

Canadian and Catholic Confederation of Labour join the Canadian Labour Congress. A resolution to that effect was unanimously approved.

The convention also favoured getting the federal Government to call a conference of government, management and labour to plan "the introduction of the Second Industrial Revolution".

The conference also requested: supplementary unemployment benefits, a shorter work week with the same take-home pay, general full employment, severance pay, retraining of displaced workers, control of industry location, and a lower qualifying age for old age security payments.

Unity of Textile Labour Needed, Convention Told

Unity among the textile unions and proper protection of the industry through a government quota and tariff system would assure a great future for Canadian workers in the trade, William Pollock, international president of the Textile Workers Union of America, told 200 delegates, representing the 18,000 Canadian members of the union, at the third Canadian convention at Hamilton, Ont., last month.

Half of Canada's 83,000 textile workers, he noted, are organized either in the TWUA, the United Textile Workers of America, or the Catholic syndicates.

"If they achieved unity, either through merger or affiliation, they would be in a sound position to achieve their aims in better wages and working conditions for the industry," he said.

Mr. Pollock expressed the view that Canadian textile workers are tired of being "second-class citizens with wages 35 cents below the national industrial average of \$1.54 an hour".

He drew attention to the fact that in 1956 some 60 per cent of Canada's textile requirements were filled through domestic production. But he felt that a tremendous job still remains to be done in the textile industry.

"We must unite the organized and we must organize the unorganized if we are to wipe out the economic and social injustices that confront textile workers in Canada," he said.

The convention called the \$46-a-month old age pension inadequate, and demanded a minimum of \$100 a month with adjustments for increases in living costs.

It was also urged by the delegates that amendments be made to the British North America Act that would establish a labour code covering all industries; a \$1.25-an-hour minimum wage; and a 35-hour work week.

Unions Demand Exclusion Of Immigrant Printers

A demand for the exclusion of all printing trades workers trying to immigrate to Canada until such time as those already here have been able to find employment was made by the Ontario Federation of Printing Trades Unions at a two-day conference in Ottawa last month.

A resolution on the same subject was adopted a week later at a week-end meeting in Montreal of the Ontario-Quebec Typographical Conference. The resolution protested the "indiscriminate" immigration policies of the federal and provincial governments, with particular reference to immigrants entering the printing trades.

Speakers at the Ottawa conference included Claude Jodoin, President of the Canadian Labour Congress, and Howard Conquergood, Director of Political Education of the CLC.

Bert Groves was elected President of the Federation, and other officers are: Thomas B. Osborne, Vice-president; Al Heritage, Secretary-Treasurer; and George Murray, Len Strange, Betty Whittaker, and Purdy Churchill, executive.

The Montreal conference also decided to protest delays in conciliation in both Quebec and Ontario. Briefs to both provincial governments were called for in a resolution adopted by delegates representing more than 5,000 members of the International Typographical Union in the two provinces.

Peter McCombe of Peterborough, Ont., was elected President of the Conference and Harry Walker of Brampton, Ont., Vice-president.

Carpenters' Ont. Council Holds Annual Convention

A resolution proposing that a person would not be disqualified from unemployment insurance benefits if he declined a job which might cause him undue hardships, such as a job some distance from his home, was approved by the Ontario Council of the United Brotherhood of Carpenters and Joiners.

The Council, at its annual convention held last month in London, Ont., also approved a resolution calling for union-management contracts to provide apprenticeship wages equal to 50 per cent of journeymen rates, with increases every six months.

The majority of the 100 delegates rejected a revamped resolution which asked the Council "to swing its weight behind the Ontario Federation of Labour and other

labour bodies in their support of candidates who advocate endorsement of labour policies".

An earlier resolution from the executive urged that the Council "support the CCF party morally and financially". It was sent back to the Committee.

The Brotherhood was urged by Wilf Hoult, Council President, to seek a shorter work week.

Other approved resolutions asked:

That all medical expenses be exempt from income tax.

That carpenters be allowed tax exemptions for expenses of tools and overalls, similar to depreciation exemptions being granted on equipment for contractors.

That income tax exemptions be raised to \$1,500 for single men and \$2,500 for married men.

That all locals promote fair wage committees and protective bylaws in their municipalities.

Packinghouse Workers To Demand Equal Pay

Equal pay for women, and longer vacations and more statutory holidays to offset the effects of automation in the Canadian food industry, will form the leading demands of the United Packinghouse Workers in contract negotiations next year. This was decided by 135 delegates, representing 22,000 Canadian members, at a convention in Toronto last month.

Spokesmen said that there was no differential between men and women in the United States packing industry, but that U.S. companies in business in Canada have a differential of as high as 20 cents an hour.

Considerable alarm was reported among the delegates about the disappearance of jobs and the reduction of short-time earnings as a result of automation in the food industry.

Other demands of the union will include: equal wage rates in the various plants of each company across Canada, an increase in the spreads between skilled and unskilled wage rates in order to re-establish a suitable relationship between them, the union shop, the use of the union label on all products, the end of the incentive system and the incorporation of the incentive bonus into the basic wage rate, time and a half for Saturday work, double time for Sunday work, and an off-shift premium of 15 per cent. The union will also demand a master contract covering all plants of an employer, where this has not already been gained.

ILO Director in Canada, V. C. Phelan Dies Suddenly

The death occurred suddenly on May 6 of Vincent Cyril Phelan, one of Canada's most distinguished civil servants, at the age of 58 years.

Mr. Phelan died of a heart attack shortly after he had addressed a meeting in the Confederation Building, headquarters of the Department of Labour.

Few executive officers of the Civil Service have travelled as widely on government missions in Canada and abroad or represented his country so ably as did V. C. Phelan, who since 1949 had been on loan to the International Labour Office as its Canadian Director.

He entered government service in 1916 and joined the Department of Labour in 1920. He held a succession of important posts, serving several years as Assistant Director of the Employment Service of Canada, Director of Registration under the National Employment Commission in 1936-38, and Chief Employment Officer in the Unemployment Insurance Commission. In 1942, Mr. Phelan was appointed Director of Information in the Department of Labour, and served in this capacity until his appointment to the ILO.

Cyril Phelan served on a large number of departmental and inter-departmental committees and for several years was executive member of the International Association of Personnel in Employment Association (IAPES). He was elected President of

that organization in 1940 and was honoured by the award of its Citation of Merit in 1951.

As President of the Civil Service Federation from 1928 to 1947, Mr. Phelan repeatedly led delegations to wait on Prime Ministers, Ministers of Finance and entire cabinets to present briefs on behalf of the staff side of the Public Service of Canada. Possessed of vast knowledge of the Civil Service and its history, he was a keen and determined bargainer for higher salaries and better working conditions.

Mr. Phelan was born at Parkhill, Ont., and educated there and in Ottawa. He obtained a BA degree from St. Patrick's College, Ottawa, by attending night courses at the college.

In 1952, he spent six months in South America, making a survey and preparing a report for the Government of Brazil and for the ILO in connection with possibilities of immigration from Europe to Brazil. He also investigated the possibilities of establishing a public employment service in that country.

In 1952-53 he spent five months in Europe in connection with manpower administration and visited the United Kingdom, Belgium, Italy, Switzerland, West Germany, Sweden and France.

Since 1945, he was Canadian Representative at 15 conferences and committee meetings of the ILO.

In 1947 and 1948, he represented the Department in Europe, selecting displaced persons and other immigrants for settlement in Canada.

His civic service to the City of Ottawa included membership on the Ottawa Collegiate Institute Board and President of the Ottawa Vocational Guidance Association. In 1944 he unsuccessfully contested the mayoralty.

When informed of Mr. Phelan's death, the Hon. Milton F. Gregg, Minister of Labour, issued this statement:

"The news of the passing of my good friend Cyril Phelan was a great shock, as I know it will be to so many, many people not only in Canada but in many countries throughout the world. His contributions in the labour and employment field, not only in Canada, but internationally through his work with the International Labour Organization and its agencies will long be remembered. Possessing a most retentive mind and sound judgment developed through his years of experience with the federal Department of Labour, he was a most valued contributor at any meeting whether in Canada or abroad. He will be greatly missed".



Arthur Brown, Deputy Minister of Labour, paid this tribute to Mr. Phelan:

"All of us in the Department of Labour where Cyril Phelan spent so large a part of his career are deeply shocked at the tragic suddenness of his death.

"To many of us he was a friend and associate of long standing. After he left the Department to take up the post of Director of Canada Branch of the International Labour Office, we worked closely together in matters of common interest in connection with the activity of that organization. Few Canadians had as wide a knowledge of national and international affairs, or as many friends and colleagues in countries all over the western world.

"Cyril Phelan left the Canadian Civil Service after more than 30 years only to become an international civil servant with the ILO. Since then he undertook a number of technical assistance missions for the ILO in other countries, which he carried out with distinction. In his international service he brought honour to himself and his country."

Claude Jodoin, President of the Canadian Labour Congress, said that Mr. Phelan's death will be "deeply regretted throughout the Canadian labour movement".

Was Railway Brotherhood Official, W. L. Best Dies

Canadian railway labour lost a trusted counsellor and administrator, the national capital an able public servant, and, in a larger sphere, the Canadian nation lost an outstanding citizen in the death on May 9 of William Leslie Best, CBE, former Vice-president and National Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen. Death came to him suddenly in his 85th year.

Born at Westmorland, P.E.I., he entered the service of the Canadian Pacific Railway Company at Chappleau, Ont., as a wiper and locomotive fireman. He was then 18 years old.

Pride of craftsmanship and devotion to duty rapidly earned his promotion and by January 1900 he was the engineer in charge of some of its major "runs". He was one of the engine crew chosen for the Royal Train that conveyed the Duke of Cornwall and York (later King George V) across Canada in 1901.

To few men has been given the opportunity and the capacity to serve so actively and ably and in so many varied fields of human welfare as was vouchsafed to William Best.

At a testimonial dinner and presentation of the Brotherhood's Fifty Year Emblem to him in 1943 before a large assemblage,

representative of Government, Labour, Industry, and civic bodies, a cross section of his life of service was revealed in the program of the event.

He was initiated into the Brotherhood at Chappleau in 1893. He filled offices in the Chappleau local lodge until 1910, during which time he was Vice-chairman of the General Grievance Committee, B. of L. F & E., Canadian Pacific Railway System. On June 24, 1910, he was elected Chairman of Canadian Legislative Board and Dominion Legislative Representative; this title was subsequently changed to Vice-President and National Legislative Representative.

During the First World War Mr. Best served on the Ontario Commission on Unemployment, the Canadian Wheat Board, and the Ottawa Branch of the National Fuel Board. He was a member of the Board of Trustees of the Ottawa Civic Hospital and a Director and Treasurer of the Ottawa Association for the Blind.

He attended two International Labour Conferences in Geneva, the 6th conference (1924) as Technical Adviser to Canada's Labour Delegate, the 19th conference (1935) as Technical Adviser to the Canadian Government Delegate.

In recognition of such service, William Best was included in His Majesty's Birthday Honours List, June 2, 1943, when appointed a Commander of the Most Excellent Order of the British Empire.

When, to meet wartime exigencies in industrial relations, the National War Labour Board was created, William Best was Labour's representative on that body and remained a board member in its continuance as the Canada Labour Relations Board.

Quite apart from his service in state and labour areas was his devotion to the United Church of Canada, to which he gave of his time and talents as an outstanding layman.

A daughter, Miss Evelyn Best, is a member of the staff of the Legislation Branch of the Department of Labour and is Secretary of the Canadian Association of Administrators of Labour Legislation.

The Dominion Bureau of Statistics last month released *National Accounts, Income and Expenditure, 1950-56*, which provides the statistical detail of the main national accounts aggregates published earlier this year. It may be obtained from the Queen's Printer, Ottawa, at a cost of 50 cents.

Women in Labour Force Subject of New Booklet

Publication of a new booklet entitled *Women at Work in Canada*, prepared by the Women's Bureau of the Department, has been announced.

The purpose of the new handbook is to give a factual account of the growth in numbers, the age distribution, the marital status, the occupations and the earnings of gainfully employed women in Canada. It contains also a brief description of the laws which effect women's work and some information regarding working conditions in selected industries.

According to the new fact book, a dramatic increase has occurred in the number of women in the Canadian labour force in the course of the past 50 years. In 1901 there were 238,000 women in the labour force, representing some 13.5 per cent of the total female population. By 1951 there were 1,164,000 female participants in Canada's labour force, representing 23.6 per cent of the female population.

During the past ten years, several changes have taken place in the labour force participation of women of different age groups. The most important has been the increase in the proportion of women in the 45 to 64 age group who are now in the labour force. These are mainly women whose families have grown up or whose home responsibilities no longer require full attention. Many of these have taken jobs for the first time.

The handbook is obtainable in both English and French from the Queen's Printer at 25 cents a copy.

Three Firms Reject Bid To Discuss Shorter Week

Plans for obtaining a shorter work week with increased pay and improved fringe benefits, recently announced by the United Automobile Workers, will meet stiff resistance, John R. Bugas, Vice-president of the Ford Motor Company, intimated last month. In a speech which was one of a series sponsored by the Labor and Industrial Relations Center of the Michigan State University, although he avoided discussion of particular issues, he referred to the UAW pronouncement as "smokescreens" and as part of the "softening up" process.

Although he described the economic outlook as good, Mr. Bugas said that there was evidence that "inflation is being fostered and capital formation discouraged by attempts of organized labour to seek wage and fringe benefits which the economy cannot safely absorb". Average hourly

earnings in manufacturing, he said, increased by 10 per cent between the middle of 1955 and the end of 1956, and he contended that increases of this size could not be absorbed through greater productivity. The result was what he described as "a wage-cost-price spiral, and not the reverse".

General Motors Corporation and American Motors Corporation in the United States last month rejected an invitation by Walter Reuther to six automobile companies to join with his union in a study of the question of a shorter work week.

Louis G. Seaton, a Vice-president of General Motors, said in a letter to Mr. Reuther that the union's proposal "means that you are actually seeking to begin negotiations nearly a year ahead of time on a demand which has already been established by your union as its 'next major goal'... Realistically, your proposal is not for the purpose of studying whether there should be a 'shorter work week with increased take-home pay' but rather a study of how and when." Mr. Seaton concluded: "We decline your invitation."

Will Featherbedding Hold Back Automation's Gains?

Automation and other radical departures in industrial methods may be held back by make-work rules enforced by the unions, in the opinion of some industrialists. This fear that featherbedding practices may increase to such an extent as partially to nullify the benefits of new labour-saving methods is examined in an article by A. H. Raskin in a recent issue of the *New York Times*.

Union spokesmen, the writer says, ridicule these fears, and insist that labour welcomes improved technical methods, as long as there are adequate guarantees that their benefits will be fairly shared amongst workers, employers and the public.

So far, according to the article, it seems that complaints about featherbedding have come mainly from those industries in which such practices have been prevalent for half a century or more—railways, printing and publishing, the building trades, trucking, and the entertainment industry. U.S. Secretary of Labor James P. Mitchell is cited as being among those who believe that featherbedding is not likely to become a serious drag on productivity outside of these industries. He thinks that an expanding economy and an increasing scarcity of labour will in the future focus attention on ways of saving labour.

U.S. government officials are also of the opinion that the change to new methods will be gradual enough to allow time for

training displaced workers and to prevent the occurrence of any mass unemployment.

Even among management officials there is a strong difference of opinion as to the extent to which make-work practices at present interfere with efficiency. Some factory executives contend that productivity in manufacturing enterprises has been held back by at least 15 per cent. Many management engineers dispute this estimate, however.

"Measuring what men can reasonably be expected to produce, consistent with health and safety, remains a process in which the area of disagreement among experts often exceeds the estimated holdback," says Mr. Raskin. "Union time-study specialists note that the productivity of American factory workers runs well above that of workers operating identical machinery in most foreign countries."

Attempts to check featherbedding by legislation during recent years have included the Hobbs Anti-Racketeering Act, aimed at the Teamsters Union; and the Lea Act, intended to prevent the American Federation of Musicians from compelling radio stations to hire more musicians than they needed.

The Taft-Hartley Act, which made it an unfair labour practice for a union to "cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value, in the nature of an exaction, for services which are not performed or not to be performed", was a third attempt of the kind. Two decisions of the United States Supreme Court have, however, disappointed the hopes that were placed on the effectiveness of this provision.

The article mentions the findings of two manpower experts at the University of Michigan, Professors William Haber and Harold M. Levinson, who last year completed a survey of the building trades, which have been a frequent target of charges of make-work practices. These two men found that efficiency in construction trades had declined during the last 25 years, although there had been an improvement since World War II.

They also found, however, that there seemed to be no connection between lowered efficiency and the activities of trade unions. In cities where unions were weak the efficiency record was much the same as in cities where they were strong. Although the experts criticized some union policies as having the effect of swelling labour requirements unduly, in general they found that the record of the building crafts in permitting the use of new methods, and

in avoiding any calculated restrictions on productivity, was better than had been commonly believed.

The American Institute of Management, the writer remarks, recently pointed out that management seemed to be about as guilty of featherbedding as labour. The Institute said that 90 per cent of all companies seemed to suffer from featherbedding among executives. It mentioned as examples a case in which a bank merger left four vice-presidents without specific responsibilities, and another case of the "kicking upstairs" of a sales manager who could not get on with other departmental heads in his company.

"Despite manpower waste at the top and the bottom," the article concludes, "the economy is still setting records in corporate profits and employee earnings. If fears of unemployment can be permanently set at rest, real progress may eventually be made in squeezing some of the water out of our job system. Twelve years of post-war prosperity have provided a start toward such reassurance."

If Automation Ends Job, Workers Provided for

Financial help for employees discharged for technological reasons and arrangements to enable employees to move when operations are transferred between plants were provided in a new contract between the Pacific Coast Borax Company in California and the chemical workers' union in the plant.

The contract provided for a severance pay plan with benefit rates based on age and length of service and to range from two weeks' to 52 weeks' pay. Tied in with this plan is a supplemental unemployment benefits provision guaranteeing employees 75 per cent of their "applicable wage rate" when supplemental benefits are combined with state unemployment compensation.

Because the company is planning to transfer a substantial part of one plant to another, the contract also provides for an "integrated seniority program" under which the company agreed to give qualified employees from the former plant the first chance at new openings in the latter and to reimburse employees making the transfer for moving expenses.

Earl Watson Dies

Earl R. Watson, one of Windsor's best known labour leaders, and since 1945 President of Local 195, United Auto Workers, the unit at the Ford Motor Company of Canada, died on Monday, May 27, at the age of 61.

Blind Persons Receiving Allowances Decrease

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,297 at December 31, 1956, to 8,256 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$733,571.32 for the quarter ended March 31, 1957, compared with \$740,780.44 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$15,384,972.33.

Federal expenditure for the fiscal year 1956-57 amounted to \$2,959,525.74, an increase of \$41,031.61 over the expenditure of \$2,918,494.13 in 1955-56.

At March 31, 1957, the average monthly allowance in the provinces ranged from \$37.38 to \$39.60. In all provinces the maximum allowance paid was \$40 a month.

Increase in Payments To Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 30,716 at December 31, 1956, to 31,835 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$1,900,306.28 for the quarter ended March 31, 1957, compared with \$1,840,299.93 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$13,251,797.87.

Federal expenditure for the fiscal year 1956-57 amounted to \$7,167,352.38, an increase of \$1,502,285.73 over the expenditure of \$5,665,066.65 in 1955-56.

At March 31, 1957, the average monthly allowance in the provinces ranged from \$33.94 to \$39.44. In all provinces the maximum allowance paid was \$40 a month.

Continue Hospital Grants Another Five Years

Federal hospital construction grants will be continued for a further period of five years, it was announced last month.

Following is a text of Health Minister Martin's announcement:

"It was nine years ago that Prime Minister King announced to Parliament, on May 14, 1948, the inauguration of the National Health Program, in which, each year since then, grants totalling between \$30,000,000 and \$40,000,000 have been made available to the provinces for various important health purposes.

"The eighth single grant in the list of grants announced in the original program was an amount of thirteen millions annually for hospital construction purposes.

"In the first five years of the National Health program a total of over \$65,000,000 was voted by Parliament for necessary hospital construction.

"On the program's fifth anniversary in May 1953, I announced to Parliament the Government's intention to continue federal grants for hospital construction purposes for a further five-year period. From 1953 to the present time, Parliament has voted an additional \$34,000,000 for this purpose, as well as revoting unspent balances left over from previous years. In the nine-year period, from 1948 to 1957, the Government has therefore obtained preliminary approval for total grants exceeding \$100,000,000 to assist the provinces in the building of necessary new hospital facilities.

"Even though we have not reached the end of the second five-year period, I wish to announce that it will be the policy of this Government that federal hospital construction grants will continue to be provided for a further period of five years on a basis and on a scale similar to the program which has proved so outstandingly successful since 1948."

Claims No Real Shortage Of Engineers in U.S.

There is no real shortage of professional engineers in the United States, in the opinion of George E. Kopetz, Vice-president of Blaw-Knox Co.

Writing in a recent issue of the *New York Journal of Commerce*, Mr. Kopetz says: "True enough, there are unfilled engineering needs in industry. However, these primarily are needs resulting from the diversion, waste and misuse of engineering manpower. The problem is not a fundamental shortage in terms of the crop of engineers harvested by the nation's universities, so much as in the distribution and use of the graduates.

"Our real problem is why so many engineers leave home, leave their chosen field and allow themselves to be sidetracked in less rewarding or less challenging roles. It is estimated that some 30 per cent of all graduated engineers, men who are some years removed from their university days, are walking the skid row of professional neglect. I mean they have surrendered to lower grade positions, to clerking, to routine, non-professional jobs."

This situation is contrasted by the writer with that which prevails in the medical profession, which "loses only 2 per cent of its harvested crop".

Other ways in which engineering resources are wasted, he said, include: the maintenance of "large pools of reserve engineers by certain segments of industry, particularly

those associated with large government-sponsored activities"; the "mass hiring of engineers for sheer numbers without regard to their individual future careers"; and "the pigeonholing of engineers in routine drawing assignments for long periods, diversion to so-called administrative work that is really glamorized clerking, adding more and more bread to the engineering work sandwich by increasing the repetitive and paper work".

Mr. Kopetz also mentions "the accumulation of 'engineering whiskers'—that is, continuing to do considerable spot and detail engineering of a repetitive nature that should have been standardized and removed from the engineers' work load."

He blames management for neglecting the training of engineers. With regard to salaries he says: "For many years there was a prevailing complaint that although engineers were often recruited with attractive starting salaries, a decade later would find them not far advanced in the income scale. This complaint is no longer as valid as it used to be, but there is still some disposition to take engineers for granted once they are on the payroll and forget that they need and respond to incentives and increased rewards just as others do."

This businessman's view finds corroboration in a speech recently delivered by John Taft, Vice-president of the Engineers and Scientists of America, at a special conference on labour relations held in Chicago by the American Management Association.

According to estimates, he said, there are now between 500,000 and 600,000 engineers employed in the United States, amounting to nearly 1 per cent of the total work force. This mass employment has injured the engineers' professional standing. They are looked upon by many employers, he said, as technical jacks-of-all-trades, they are used for the wrong kinds of jobs, and are subject to galling supervision. They often have to work in noisy, badly lighted and poorly ventilated quarters.

In the matter of salaries, he said that although starting rates are at a record level of \$450 a month, the fact remains that the vast majority of competent professional engineers are getting salaries that are very little higher than the starting rates. A man with from 15 to 20 years' experience makes considerably less than twice the starting rate. He pointed out that fewer than 10 per cent of the engineers make more than \$10,000 a year; and he compared this with journeymen-craftsmen's wages, which in several large cities run to more than \$7,500 a year, not including overtime.

Mr. Taft mentioned some of the collective bargaining aims of the engineers, which include: suitable salaries, ensured by job and salary evaluation plans; merit increases; premium pay for overtime; tuition refunds and leaves of absence for advanced training to increase proficiency; negotiation regarding working conditions and fringe benefits, as well as such special matters as patent assignments, patent awards, and bonuses; and the provision of a vehicle of communication between engineers and management in order to improve relations between the two.

Says Older Workers Found More Efficient

Older workers are more efficient in the work they are doing than their younger colleagues, in the opinion of Dr. L. F. Koyl, of Toronto's Sunnybrook Hospital.

The older worker, Dr. Koyl says research has shown, takes less time to do the same job, his reliability is greater, and he knows his work better.

Dr. Koyl's findings are supported by Dr. W. G. Scott, National Employment Service, Toronto, who says:

"People age differently. Some men are old at 50. Some are young at 80. It is impossible to take chronological age and say, 'this man is no longer useful.' It is better to take his physical and psychological age."

Apprenticeship Opened To Older Ford Workers

A plan designed to enhance job opportunities for older production employees has been signed by the United Automobile Workers and the Ford Motor Company in the United States.

It permits older workers to apply in the company's apprentice program, previously open only to employees between the age of 18 and 26. Employees with more than 90 days' employment, if accepted for apprenticeship, are also entitled to company-paid classroom instruction.

A UAW spokesman said the plan will help to alleviate the present shortage of trained personnel, expected to grow more acute as automation progresses.

Mrs. Flora H. Glen, a member of the editorial staff of the *LABOUR GAZETTE* for the past eight years, retired last month.

Mrs. Glen had been in the Canadian government service for approximately 20 years, mainly in research and editorial work. She has now taken up residence near London, England.

Housing Starts Decline In First Four Months

Fewer starts on new residential dwelling units were reported in the January-April period this year compared with last, according to advance figures. Completions were also down from a year earlier, as were the number of units in various stages of construction at April 30.

Starts in the four-month period declined to 15,709 units from 24,874 in 1956's corresponding period, completions fell to 31,656 units from 34,784, and units under construction at April 30 numbered 53,329 compared with 68,071.

In the United States, non-farm housing starts rose to 92,000 units in April, the U.S. Department of Labor's Bureau of Labor Statistics reported. Although 11 per cent higher than in March, this total was the smallest number of dwelling units started in April in any year since 1949 and was down 17 per cent from a year ago.

At the end of the first four months, housing starts for 1957 were running 17 per cent behind a year ago and at the lowest level since 1949. The current January-April total of 303,000 new houses and apartments included 287,600 private and 15,400 public units.

British Railways Face "Diesel Issue" Too

The manning of diesel locomotives is a subject of dispute between railways and railway unions in the United Kingdom, as it is in Canada and the United States. The British Transport Commission, arguing from experience on electric trains, says that one man is enough to drive a diesel train. The unions have protested about the possible danger to the public in having only one man in the cab. The Associated Society of Locomotive Engineers and Firemen fear the loss of a large proportion of their membership if the Commission's plans go through.

However, the ASLEF and the National Union of Railwaymen have discussed the matter privately, and are expected to resume negotiations with the Commission soon.

As regards the non-operating employees the Commission have agreed as far as possible to find jobs in their present districts for those who become redundant owing to the introduction of plans for reducing labour. Those who are transferred to less well paid posts will keep their original rate of pay for three years, subject to certain conditions. It has been stated that British Railways will live up to their reputation by offering jobs to everyone affected.

Speaking at the General Federation of Trade Unions' conference recently, W. P. Allen, Manpower Adviser to the British Transport Commission, said: "Unless the present day total of 570,000 railway staff is reduced by 10 to 12 per cent in the next 15 years we cannot hope to revitalize the railways and make them an economic proposition."

Canadian Profits Average 5.8 Cents of Sales Dollar

Profit on the sales dollar in Canadian manufacturing industry in 1956 averaged out at 5.8 cents, L. H. Doering, Chairman of the Public Relations Committee of the Canadian Manufacturers' Association, reported last month.

This figure was 0.1 cents lower than the profit figure for 1955 but 0.6 cents higher than for both 1953 and 1954, when the figure was 5.2.

Mr. Doering's report was based on a nation-wide study by the Association of the breakdown of manufacturing industry's sales dollar. The survey broke down the profits even further by showing that 2.2 cents of 1956's sales profit were paid out in dividends, while 3.6 cents were ploughed back into the business.

Other pertinent figures established by the study were: federal and provincial income taxes in 1956 were 4.4 cents out of each dollar of sales; the number of shareholders in the companies responding to the questionnaire, 572,940, was higher than the number of employees, 436,981; total investments of the 1,023 companies amounted to \$5,726,682,000; of the companies replying to the questionnaire, 104 reported a loss on their year's operations.

The survey was based on replies from 1,023 member companies which had net sales of well over eight billion dollars.

The study was the ninth consecutive annual survey by the CMA.

Old Age Assistance Total Down in Fiscal 1956-57

The number of persons receiving old age assistance in Canada decreased from 90,488 at December 31, 1956, to 89,907 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$5,075,855.53 for the quarter ended March 31, 1957, compared with \$5,124,703.00 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$103,880,645.58.

Professional and Technical Manpower

Supply and demand of professional manpower is subject of series of 11 broadcasts in Department's weekly "Canada at Work" radio program

The supply and demand of professional manpower formed the subject for a series of 11 broadcasts in the Department's weekly "Canada at Work" radio program that has just concluded. The broadcasts, heard over 66 stations from coast to coast, were delivered by government officials, spokesmen for professional associations, educational authorities and business executives.

The first talk was broadcast during the week beginning March 31; the final one, during the week beginning June 9.

Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, was the first speaker. Under the title, "What Does a Shortage of Professional Manpower Mean," he gave a general introduction to the subject of the shortage of professional manpower, with a statistical background, and described the past, present and estimated future of the problem.

The other speakers and their subjects were:

Dr. Garnet T. Page, General Manager and Secretary, Chemical Institute of Canada, "Have We Enough Science Teachers in Our High Schools?"

Dr. C. T. Bissell, President, Carleton University, Ottawa, "The Needed Expansion of University Training Facilities".

W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co. Ltd., Peterborough, Ont., "We Can't Afford to Misuse Our Engineers".

Richard Scott, Manager, Industrial Relations Department, Canadian Aviation Electronics Ltd., Ville St. Laurent, Que., "New Tools for Technicians".

H. H. Kerr, Principal, Ryerson Institute of Technology, Toronto, "The Engineering Technologist".

W. H. Evans, Chairman, Special Committee on Education and Manpower, Canadian Manufacturers' Association, "Industry's Role in Producing Professional Manpower".

Dr. F. T. Rosser, Vice-president (Administration), National Research Council, "Canada's Position in the World of Professional Manpower".

Dean Geoffrey C. Andrew, Deputy to the President, University of British Columbia, "Is a University Degree Important?"

Prof. M. D. Parmenter, Director, Guidance Centre, Ontario College of Education, University of Toronto, "Vocational Guidance is the Key to More Professional Manpower".

Dr. O. M. Solandt, Vice-president, Research and Development, Canadian National Railways, "The Importance of Scientists in the Development of Canada".

Digests of the texts of the first five broadcasts are given below. Digests of the texts of the remaining six will appear in the July issue.

What does a Shortage of Professional Manpower Mean?

Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour

"This talk will briefly review some of the problems arising from the shortages of professional and technical manpower in Canada, seek to explain the reasons for these shortages, and take a look at the outlook and some of the problems of training associated with this group.

"Many kinds of professional manpower have been in short supply in most years since the end of the war. Engineers and scientists have been almost continuously in short supply for many years. Demand for many other kinds of professional people, although not quite so insistent, has also been generally greater than available supplies.

"One of the characteristics of professional manpower is that machinery and equipment cannot be substituted for their services. This means that shortages of professional manpower have serious effects on the operations of organizations that heavily depend on their services."

In a survey last year of industry, universities and government agencies by the Department of Labour and the National Employment Service to ascertain the extent of shortages of professional manpower and their effects, one-half of the business enterprises reported shortages, Dr. Dymond said. Reporting on the effects of the shortages, the majority of those questioned reported

cutbacks in production and expansion plans and others reported curtailment of development and research activities, the overloading of professional personnel, the necessity of filling positions with inadequately trained personnel, and a potential shortage of future executives.

"Colleges and universities indicated that the major effects of shortages were increases in teaching loads, limitation of expansion plans, curtailment of research activities, and the hiring of unqualified teachers."

One basic cause of the shortage of professional personnel in Canada is that the number in the college-age group has been remarkably constant over the past ten years—about 950,000—at a time when the Canadian economy was undergoing a record expansion, he declared.

"Any increase in the number going to college has basically resulted from increases in the proportion of our young people going to university," Dr. Dymond pointed out. In 1946, a little more than five out of one hundred of college-age youth attended university while in 1955, almost eight out of one hundred went to college.

"Immigration has constituted the other important source of professional manpower for Canada since the war. In the first five years of the post-war period emigration of professionals exceeded immigration, so that the net loss of professionals was about 3,000 in these years. In the past five years we enjoyed a much better record: a total of some 36,000 professionals immigrated to Canada, and when emigration is subtracted we enjoyed a net gain of about 19,000 during these years. This was particularly important during these years when there was a falling off of graduations after most veterans completed their training, so that the total supply of professionals remained relatively constant.

"Graduations from the universities reached their low point in 1955 and since then have risen, and will continue to increase, as the larger numbers in the college-age group enter university. Shortages of professional manpower were particularly acute in 1956 because we were at a very low point in university graduations at a time when the Canadian economy was undergoing a record expansion.

"It is difficult to envisage a situation in which shortages would be much more intense than at present, and while it is expected that requirements will exceed supplies for some years yet, the unfavourable balance will likely ease somewhat in the next few years."

The requirements of professional manpower will differ a great deal from one

profession to another, Dr. Dymond continued, so that he could present only a broad outline.

"Professionals are an ever-increasing proportion of our labour force, which is itself growing. In 1931 professionals made up about 5.4 per cent of the labour force, and in 1956 they made up about 7 per cent. This means that, with a growing labour force, the number of professional workers has almost doubled in a 26-year period. If these trends continue in the future, we can expect a 50-per-cent increase in our requirements for professional workers over the next decade, as contrasted to a 40-per-cent increase over the past decade."

There are currently about 400,000 professional workers in Canada, he said, and the growth trends of the past suggest that we will need at least 200,000 in the next ten years. "The rate of increase in requirements for some kind of professionals will be a good deal higher than 50 per cent."

The Department's survey found that the average net annual increase in requirements for various professional groups from 1956 to 1958 was forecast as: for all engineers, 11.4 per cent per year, varying from 6.5 per cent for mining engineers to 17.4 per cent for aeronautical engineers; for all scientists, 9.8 per cent, varying from 7.5 per cent for biologists to 10.5 per cent for chemists; for commerce and business administration graduates, 13.5 per cent.

"It is not likely that these rates of demand will continue over too many years. For example, if they did continue for very long, engineers would make up about 25 per cent of our labour force by the year 2000," Dr. Dymond stated.

Turning to the outlook for the supply of professional manpower, he cautioned that it was hazardous to look very far into the future because a great deal depends on how many youth decides to go to college and how many immigrants with professional training can be expected to come to Canada.

Economics and Research Branch estimates suggest that over the next five years, compared with the past five, there may be little change in the supply of immigrants with professional training and about the same number of university graduates.

Dr. Dymond explained that little change in the number of university graduations is expected because in the years 1951 to 1955, graduations were declining from a peak, whereas in 1956 to 1960 they will be climbing from a trough. "This suggests that shortages will persist over the next five years," he said. In the subsequent five years, 1961 to 1965, while immigration may decline, university graduations will increase "considerably".

"Although requirements are growing all the time, supply and demand should be in somewhat better balance after 1960."

Turning then to the problems surrounding the training of professional and technical manpower, Dr. Dymond stated that part of the shortage of professional manpower results from the lack of adequately trained technicians, which has meant that professionals have often had to do work that would be done by competent technicians, were they available. The growing demand for technicians has been met in part of immigration and by the development and expansion of education institutions such as the Ryerson Institute.

"Competent technicians usually have to be high school or technical school graduates because of the background of mathematics and science required. In addition, a fully trained technician needs two to three, or more, years of specialized training and work experience beyond high school."

Industry is now stepping up its training of technicians, he continued, and some provinces, such as Ontario, are now making plans to provide more adequate training facilities for them.

"A key factor that will hamper the development of adequate supplies of scientists and engineers in future years is the serious shortage of qualified teachers of science and mathematics in the high schools.

The mathematics and science teacher provides a seed-bed from which our future scientists and engineers flower. If qualified and interested students are not provided with an adequate background in maths and science in high school they are not likely to be equipped to undertake the rigorous training in science and engineering in university. The qualified science and mathematics teacher helps to identify and foster an interest in these fields on the part of youngsters.

"Persons with adequate qualifications in the fields of science and mathematics are often pulled out of the educational field by more attractive opportunities elsewhere. Unless an adequate flow of high school teachers in these subjects is provided, the very foundation on which much of the development of technical manpower in Canada depends will be further weakened."

The development and expansion of institutions of higher learning is a major problem, he went on. As recent constructive steps in this direction he cited the National Conference of Canadian Universities (L.G., Dec. 1956, p. 1526) and the doubling of federal per capita grants to universities.

In conclusion, Dr. Dymond pointed out that Canada is not alone in facing problems of shortages of professional manpower and that the problems, in many respects, are very similar in other countries.

Have We Enough Science Teachers in Our High Schools?

Dr. Garnet T. Page, General Manager and Secretary, Chemical Institute of Canada

Through the large number of meetings held last year to discuss the many factors contributing to the present need for more professional workers have run four main threads of agreement.

The four points of agreement are:

1. Canadian universities and colleges are, in general, able to handle their share of the responsibility for the education and training of the university graduates we require. The major need is an adequate supply of money to allow them to recruit and pay their instructional staffs and to enlarge their facilities.

2. As long as we have an expanding technological economy we will continue to require more scientists and engineers. "The state of requiring such personnel is an indication of national health, and even though we may call it a 'shortage' it should not be construed as a cause for panic." Those who require these trained men should face up to and assume the new

responsibilities connected with this condition, pre-eminent among which are a greatly increased amount of financial support for universities and a recognition that the career of a scientist or engineer must provide adequate incentives and rewards, Dr. Page advised.

3. The present apparent shortage of certain types of trained personnel could be alleviated in some measure by a more efficient utilization of professional manpower and the employment of technicians to relieve them of non-professional "chores".

4. The elementary and secondary school system needs a thorough examination and strengthening. "We are in great need of more teachers... In particular, we need a system of primary and secondary school education that will identify and inspire our future specialists in all the fields of higher learning, that will instil the discipline of study and thought in our young people, and that will do more for them than provide

the mechanics whereby they may pass a set of departmental examinations. As the employers of teachers, the Canadian public must remember that, in order to attract sufficient numbers of the best people to this profession, the career of teacher must also provide adequate professional and financial incentives and rewards.

"The principal reason for our changing manpower needs appears to be the increasing application of the techniques of automation to our economy. Automation brings with it a greatly increased responsibility for management to plan manpower requirements with regard to both technical personnel and labour. Adequate planning will, in large measure, avoid the serious social and economic dislocations which have occurred as a result of some earlier industrial revolutions. Plans for the numbers, skills, and professional qualifications of future manpower requirements should be made far in advance, and particular attention should be paid to the possibility of training potential technicians and management personnel from among those now employed."

The rate and extent of the adoption of automation "does not appear to depend so much on available capital and related factors as the availability of well-trained management personnel, scientists, engineers and technicians".

While we cannot yet see the exact nature of the changes that are taking place in the machines and processes of industry, "the phases of the industrial and scientific revolutions through which we are now passing require a marked upgrading and a higher degree of flexibility of the labour force. It lays special stress on the full development of high-level talents".

Recent predictions and projections of the number of skilled persons Canada must produce within the next 25 years are "almost terrifying". Even now almost all our schools and universities are having great difficulty in recruiting professional teachers; about 75 per cent of industry is experiencing the same problem.

"We look to our educational systems for solutions to most of these manpower problems because, in the present manpower situation, Canada has a particular need for trained abilities at a high level. This need has a new urgency, partly because of the current demands of industry and business and partly because many schools have tended to neglect the full education of their pupils.

"Canadian schools are clearly obligated, in the light of our manpower needs, to intensify their search for means whereby

waste of talent can be reduced. It must never be forgotten that the best development of the talents of every boy and girl is the prime concern of our educational system."

Over the next five years, very little can be done about our supply of personnel except to make the best of what we have. In the next 10 to 50 years, however, we are faced with the necessity of taking some action to strengthen our primary and secondary school systems.

"We need a system of primary and secondary school education that will serve to inspire and identify our future specialists in all fields of higher learning, and that will instil the discipline of study and thought in our young people.

"It has become obvious that the great impact of modern technological progress demands that immediate action be taken at the pre-university level, to ensure the best possible teaching of science and mathematics. It has become equally obvious that the high school teachers of science and mathematics are the key to many of our long-range problems of professional manpower.

"Canada has the manpower; but they must be identified, inspired and educated."

Recent studies indicate that Canada's requirements for professional manpower will double over the next 20 years and also that the university-age population will probably double during the same period. "However, there are certain limiting factors that must be considered before assuming that our requirements for professional personnel will be supplied automatically." Among these factors Dr. Page listed:

1. A recent tendency among our high school population to shy away from proceeding to a university or technical school education in pure or applied science. "One of the main reasons for this is the lack of sufficient number of properly qualified high school teachers of science and mathematics, and a lack of methods for upgrading the quality of teaching by those who may find it necessary to teach these subjects. This condition leads to an almost complete absence of one of the most important functions of the high school teacher of science and mathematics—that of identifying and inspiring our future scientists and engineers."

2. We have received a very low proportional net increase in population from immigration in the very professional classes in which our shortage are most acute.

3. Our university and technical school facilities have very definite limitations today and cannot accommodate any sizeable

increase in student enrolment and maintain educational standards without a considerable expansion of teaching staff, accommodation and equipment.

4. In general, Canada is not yet making the most efficient use of its present supply of professional personnel.

Turning to solutions to the problem, Dr. Page said that undoubtedly the most important single answer was money, both for higher salaries and added facilities. While higher salaries may attract a larger number of scientists and engineers to high school teaching, there are many other factors to be considered: better preparation of teachers, reduced loan for teachers, improved prestige for teachers, financial assistance for teacher training, improved curricula and courses, better facilities for teaching, methods of upgrading the efforts of existing teachers, and effective utilization of qualified teachers.

In conclusion, Dr. Page urged the universities, professional societies, industry, the teachers themselves and the general public to co-operate with provincial and local authorities in developing plans to assist the primary and secondary schools to make an adequate contribution towards:

1. Supplying Canada with the well-trained engineers and scientists that are required.

2. Offering the type of instruction that will inspire those with the required aptitudes to go on to university or to technician-training institutes.

3. Providing all secondary school students with an opportunity for a more intelligent understanding of the world in which they live.

4. Providing all secondary school students with the fundamental knowledge required to earn their living in a technological age.

The Needed Expansion of University Training Facilities

Dr. Claude T. Bissell, President, Carleton University, Ottawa

"Do we have a sufficient number of students in our universities to meet Canada's increasing need for professional manpower?"

There are now in Canadian universities in the neighbourhood of 75,000 students, Dr. Bissell said, and all of those who graduate will be quickly absorbed into business, industry, government, the church, the school, and the universities themselves. In all professions, and especially in engineering and in teaching, the gap between what we have and what we need will be great.

"This gap is likely to continue. What can we do to close this gap as quickly as possible?"

On the basis of "some sober statistical analyses" the present total of 75,000 students will double in 10 years time.

"Now will natural forces look after the need for an expanded university population and eventually solve our professional manpower shortage? Some experts are doubtful of this. At the recent conference on scientific, engineering, and technical manpower, held at St. Andrew's, some bold projections into the future were attempted (L.G., Dec. 1956, p. 1520). This conference came to the conclusion that if we were to graduate a sufficient number of engineers and scientific and technical personnel to look after the needs of our growing economy, and to maintain some sort of equality with the United States and Russia, we should have to increase our university

population by the year 1980 until it reaches 375,000 or even 490,000, which, as you can see, even at the lower figure is five times the number of students we now have enrolled.

"The universities, as at present constituted and financed, are in no position to receive and to train the flood of students who will be coming to them in the next few years and whom society dearly needs as graduates. What are the universities going to do about it? Or, to put the question in its more rational form, what is society going to do about it?" Dr. Bissell asked.

Answering the first question, Dr. Bissell went on to say: "They could, of course, say—and with good reason—that they propose to maintain the *status quo*; that they have quite as many students now as they can handle; and that the only solution is to cut off applicants at, shall we say, the top 25 per cent, or whatever percentage is required to fill the available vacancies.

"But the universities are not taking this inflexible attitude. They are drawing up careful plans to meet the coming crisis in numbers. All across this country the universities have set up planning committees that are laboriously gathering facts and expressing them in terms of educational needs. Never, I think, in the history of education in Canada have the universities been so keenly conscious of the future and of what they must do to prepare for it."

Planning for the future, Dr. Bissell said, fell into two parts. The first concerned physical needs for classrooms, laboratories, offices, residences, heating plants, etc.; and the second, the need for increased teaching staff. The physical equipment of the universities had been allowed to fall behind even the needs of current enrolment owing to the gap in building that occurred during the war.

"All across Canada at the present time universities are resorting to bold, but unsatisfactory improvisations to meet the crisis which is already creeping up on them," he continued.

"The enormity of the task before them has not, however, induced in the universities Napoleonic designs. They are planning for simple, functional buildings that, without the sacrifice of the grace that should belong to halls of learning, will do the job in the most economical and efficient fashion.

"Providing the buildings is not, however, the main problem. Bricks, mortar, steel already exist. But the human problem is less easily solved," Dr. Bissell said. He pointed out that while there are at present a little more than 6,000 full-time members on the academic staffs of all Canadian universities, it is estimated that 10,000 is the minimum that will be needed by 1965.

To provide for the increase of about 4,000 was a tremendous problem. The universities' staffs were not created overnight, and they could not be secured "by sending good prospects to colleges of education for a summer course," he said.

"Unless these people are already in graduate schools, or will be going there immediately, then it is difficult to see where we will be getting our staff from. All we can do at the present time is to make sure that as many as possible of our superior students are persuaded to go into graduate work, with the ultimate intention of preparing themselves for the academic professions.

"The problem here is, of course, to provide sufficient inducement for these prospective teachers. It is, I think, now widely known that the remuneration for university teaching is not excessive; indeed, the salaries of university teachers have fallen far behind the levels of comparable professions. It will become increasingly difficult to persuade young men and women to enter upon an academic career unless they have some assurance of an economic return that will enable them to play a full and effective role in society."

The speaker said that he did not want to suggest that the provision of adequate

sums of money will adequately solve all university problems, "but it will provide the basis for the eventual solution of most of them".

Answering his second question—"What is society going to do about this problem?"—Dr. Bissell said that the universities have done their part in taking forethought for the future and in giving warnings about the outlook, and they "must now await an adequate response from society".

There were some indications that the response was coming, he thought. "The chief advances have come on governmental fronts. The federal Government has doubled its grants to universities and has made available in the recent legislation for the Canada Council a sum of \$50,000,000 to be distributed to universities for capital needs in the humanities and social sciences. Provincial governments across Canada are also awakening to their responsibilities and are shouldering their burden with varying degrees of alacrity.

"But I do not think that government action alone will be sufficient to give universities the strong, central position in our society that our cultural and economic health requires." This was not a depressing fact, he added; rather it was a challenge and an opportunity.

Referring to possible undesirable effects of undue concentration by the universities on professional training—to the danger that "the professional aim will demand an emphasis upon a narrow utilitarian point of view, upon certain specialized techniques, so that the university ignores its task of expanding the mind," Dr. Bissell said he didn't think this was an inevitable conflict. "After all, universities from their earliest beginnings have welcomed professionalism. The medieval European universities prepared for three major professions: law, medicine and the church. The modern university has simply added to the list."

However, he added, if the university professional course becomes solely a training in technique and practice, then it can be done better and more economically elsewhere: for instance, in technical institutes. "And if some universities refuse to accept additional professional courses they should not be accused of shirking their proper work. There is after all a limit to the load they can bear, and their major responsibility is to provide instruction and to encourage research in the basic disciplines of the humanities, the social sciences, and the physical and natural sciences. If they fail in this they fail in their major task; and they also fail in their responsibilities to the professions."

We Can't Afford to Misuse Our Engineers

W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co. Ltd.

"One of the many complex problems facing industry today, and one which will increase in difficulty over the next decade, is that of the proper utilization of its varied manpower skills. Scientists, professional engineers, and engineering technicians of various levels of competence must be integrated into industry with a minimum of overlap and wasted effort.

"The integration must make full use of the abilities of each, and provide challenge and stimulation for achievement for each one. This means that the work each one performs should provide him with a sense of purpose in that his work, whatever his level of competence, should appear to him and his company to be important and significant."

Clearly defined objectives must be established by industry, Mr. McMullen said, and from this an organization developed that is capable of making the fullest use of manpower available.

"Once such objectives have been established, then the work to be done can be determined, and grouped within the organization structure in such a way that each position is clearly defined and the qualifications of the individual to fill such position become clear. This should eliminate overlaps and enable the individual to see clearly the scope and significance of his job."

Mr. McMullen noted that while definitions for a scientist and an engineer were remarkably similar, their training, in most instances, was quite different. "In Canada, scientists are usually developed through the Honours courses in Physics, Chemistry, Mathematics, etc., with stress on the basic laws and fundamentals. Engineers graduate from engineering colleges with stress on these same laws and fundamentals, too, but with the practical applications of such science to modern industry in mind."

Mr. McMullen pointed out that this view may be a too-simplified one. "However", he said, "in Canadian industry, scientists are used primarily in the areas of development and research on new products and new processes. Engineers, and by this term I refer to professional engineers, who have either graduated from an accredited university in engineering, or been granted equivalent standing by a professional registering body, are used in a wide range of occupations."

Engineers, Mr. McMullen said, had tended to be successful in areas other than that for which they had been specifically trained. Their logical approach to problems, he said, had taken them into other fields.

"Some engineers may enter the executive, managerial, and government areas, and while their technical qualifications may not be fully utilized, nevertheless they are not wasted, since other abilities have come to the fore that have been developed by their engineering training.

"In any engineering design department there are different levels of jobs: first, the creative and developmental, which require the best talents of the professional engineer; second, those which require a good level of technical competence, but nevertheless are somewhat repetitive and involve working from established precedents—such are the jobs in which engineering technicians can make their great contribution; and third, there are the jobs of a clerical or routine calculating nature which can be handled by a clerical staff."

There are, however, many engineers who gravitated into lower category jobs and many who still remain doing sub-professional work, which was frustrating, wasteful of manpower, and expensive, he said.

Turning then to technicians, Mr. McMullen said it was generally understood that they worked on engineering work but not on the level requiring the educational qualifications of the professional engineer.

"In some industries, technicians perform as highly skilled trades, and as such can be trained only in that industry; one such example is the pulp and paper industry. Others may conduct tests, experiments and other highly skilled manual work under the direction of a scientist or engineer. Such technicians must usually have sufficient technical competence to understand the reasons for and purposes of such operations."

Referring to his own industry, electrical manufacturing, Mr. McMullen said technicians were working in the areas just described but, in addition, they have gone into the engineering function, where they are working on design and development problems along with professional engineers. "The level of work assigned to them is limited only by their ability and technical

competence. This has freed our engineers from much sub-professional work and has enabled them to handle more, and effectively, the work of a more complex and creative nature."

Just as engineers are utilized in marketing and manufacturing as well as engineering, so the technicians, too, have a real use in the same fields. They are used on methods, time standards, processes, quality control, etc., he said. "In marketing they are capable of much semi-technical work and can even be used in sales engineering on products that do not really require a professional sales engineer."

Mr. McMullen offered suggestions as to where industry could look for assistance in finding technicians other than recognized technical institutes.

Certain classes of technicians could be trained only in industry. "These normally come under the heading of apprenticeships and provide a means of training young high school graduates—usually from Junior Matriculation level—in the specific requirements of an industry. Each major industry has its own particular skills, and they can be taught only by practical in-plant training, amplified by some additional classroom courses arranged in conjunction with local educational institutions.

"However, industry can also augment the numbers of technicians that are normally obtained from technical institutes and help itself by other means. By setting up more general industrial training internally and making full use of extramural activities such as night school classes, an additional source of technicians is available.

"Such trainees may either be obtained directly from the high school graduating classes, of which, for a variety of reasons, many do not intend to continue their formal education; or from those who enter universities or technical institutes, and who drop out for financial, lack of interest, or other reasons; or from immigrants from European countries and the United Kingdom, where certain courses of study either at the National Certificate, or equivalent levels in Europe, enables them to fit in very well."

The introduction of a Grade 13 (Technical) in Ontario, Mr. McMullen said, "will provide an incentive for many students to continue their technical education, and assist industry by providing a source of manpower with a higher level of competence and undoubted interest, who will progress rapidly once they gain practical experience".

Referring to his own company's efforts at Peterborough, Ont., Mr. McMullen said they had selected a number of promising students from district high schools and obtained the services of a competent instructor during the summer months to teach them the fundamentals of electricity. Over a period of eight weeks, working about 40 hours a week, including lectures, plant visits, quizzes and a weekly examination, they completed their initial studies. They have been indentured as apprentices and are now on a rotational program within the plant, and are continuing their studies at night school on the advanced technical evening class work. At the end of four years they will have reached a certain level of competence and be classed as engineering technicians.

"The proposal by the Association of Professional Engineers of Ontario for a system of registration of technicians under various grades (L.G., Feb., p. 131) will provide incentive and encouragement for students entering this field to become ever more competent and to continue their development."

Probability of technicians entering the engineering profession by examination, he said, was being stimulated. His company, at its Peterborough and Guelph plants, had set up classes which would cover most of the examination requirements for professional registration.

"By working with local educational institutions, and drawing instructors from our own staff, other local industries, and local schools and colleges, we can cover the required work in about five years, with three sessions per week, in evenings and Saturday mornings. Candidates must have certain minimum qualifications—normally Senior Matriculation—and as an added incentive we will refund all fees for successful examination results.

"Industry has a continuing responsibility in assisting vocational guidance directors of our schools by putting the case clearly as to its needs; by participating in career days, arranging plant tours and visits, and helping community projects aimed at stimulating further education. Our motives should not be selfish, but guided by the principle that what is good for Canada, is good for industry. We must effectively use all our talents, and there is a place for everyone, if he or she is motivated and guided into a suitable career. Note that I said guided. I am convinced that, with proper encouragement and example, we can overcome our current shortage of technical manpower; but it is going to require effort, and co-operation from everyone concerned."

New Tools for Technicians

Richard Scott, Manager, Industrial Relations, Canadian Aviation Electronics Ltd.

"You and I live in a world of tools."

Tools help us to do things we could not do otherwise, to gain new and desirable objectives. "Your automobile is a tool which allows you rapid transportation from one place to another. When you drive, you don't really make the car go; the engine drives the car but you direct it so that it does what you want it to do and does not disobey traffic regulations. You are the pilot and you require knowledge, judgment and skill.

"While our tools have progressed with science so that they require somewhat less manipulative skill in using them, the knowledge and judgment required have increased many times. The new tools of today make the skilled operator of yesterday look, act and feel like a helpless amateur."

Mr. Scott gave examples of the uses of tools to indicate that knowledge, judgment and skill are required by the user.

"Each one of us is a customer for many tools (and) we are all technicians. We have to be, to live in this modern world of ours. A technician is skilled in the technique of an art. He has to have the three things which I have already mentioned. To have the skill he must practise, to know the technique he must gain the knowledge, and to practise the art he must develop the judgment.

"By modern production methods we can manufacture tools at a very high rate indeed—in fact, far faster than we can develop technicians with the skills to use them. This has resulted in Canada's present shortage of skilled technicians.

"There are many schools throughout Canada assisting young people to gain the skill, knowledge and judgment to fit them for a variety of technicians' jobs. However, to meet even part of the demand, employers have found it necessary to use a large number of immigrants. Canadian companies are sending representatives to England, Holland and other European countries to recruit the skill which they need to carry on their business.

"England has a well-developed system of education in which four categories of people are trained. These are tradesmen, technicians, technologists and engineers. The arrangement permits the progressive development of individuals to respectively higher levels. In Canada, we do not have the proper proportion of educational facilities and therefore are not able to carry out this kind of a plan.

"Engineers did technicians' work as well as engineering in 1900. Through research, a great deal of knowledge about our material world has been gained since that time. Consequently, the education of engineers has become more and more theoretical and will become even more so in the future. A great number of technicians are needed to implement the ideas of engineers. If we free engineers from routine work, they are able to proceed with the valuable development work which will raise our standard of living.

"The responsibilities for each one of us are being upgraded physically, mentally and ethically. We are all being elevated to new stations in life. We have moved away from the era of manpower into an era of skillpower and brainpower. In just three years 11 cents of every dollar spent will be for products not yet known to most of us. Right now, scientists and engineers are gaining knowledge of how to make these products practical and economical.

"If we started today to train technicians on these new products, we would have only three years to do it. Of course, in saying this, I am ignoring the fact that we do not know yet what training to give them, nor how many to train. Management must plan many years in advance for both the supply of the materials it requires and the development of the skilled manpower it needs.

"As yet, we are unskilful in knowing how to schedule training time to accomplish the desirable objectives we foresee. New tools must be found for forecasting the necessary lead-time for training. Apprenticeship has been and still is important in developing the manual skill of the tradesmen. However, manual skill is not as necessary for the technician as knowledge and judgment. Knowing what to do and how to do it are important, but knowing why is becoming even more important. If we can answer the 'why' satisfactorily, we can avoid fruitless activity.

"If I asked you whether you were using your full capabilities in the job in which you are presently engaged, you would probably say 'no'. In fact, on the average we use only about 20 per cent of our potential and our potential grows as we grow. Here is a real problem for Canadian managers to solve.

"Our psychologists can make vast contributions in this area to Canadian development in the years to come. Vocational guidance counsellors will help, too. However,

when our industrial life is changing so quickly and training takes so long, guidance is needed today for five, 10 or 15 years from now. As we become more specialized we become less adaptable to changes as they occur unless we keep learning. Therefore, continuing training becomes essential for us all throughout our lives.

"Scientific research in the past 20 or 30 years has given a great wealth of new and exciting material things. However, our research has been lopsided. We have spent too little time, money and effort on educational research. We know comparatively little about how to develop people.

"Now, we are going to have to make the required expenditures. The first part of this century has been the era of scientific development. The second part will be the era of human development. I regret to say that research and development in this area are slow. However, the techniques and the tools we have developed in the scientific field will be useful suggestions in our approach to the problem.

"Suppose each person who has valuable knowledge and skill passed them along to another person and so on in turn, our skilled manpower could be developed and multiplied at a phenomenal rate. By cascading learning with instructing, students could be allowed to teach what they have learned, so that their knowledge would be confirmed by conviction. Intimate communication could be achieved between the learner and instructor as is the case in what is called the tutorial method.

"By combining cascade education with co-operative education, which is a plan of alternating work and study, I have great faith that a solution to our dilemma will be forthcoming. If our educational research is directed towards the development of a greater career plan in each major field of

endeavour in Canada, we would work towards the goal of having everyone given the help needed to make a maximum contribution.

"Education must be run as a business. It must be developed so that a maximum profit is produced for all concerned. Management must consider long-range perspectives in planning for the future, so that it neither counts on manpower that it will never have, nor overlooks the potentials of its current employees.

"The Government must take a Canadian inventory of the available work force and must develop techniques for indicating how it can best meet the nation's skillpower needs. The efficient utilization of our human potential is important in solving our manpower problem.

"Just as you want value for your dollar when you go to the store, so management must demand value for the dollars it pays for the contributions of its employees. Only efficient productivity can increase the things we can buy. The shortage of efficient technical as well as other skilled manpower in Canada is a challenge for each one of us."

Mr. Scott concluded by summarizing his four suggestions as follows:

"Management must make a diligent effort to plan for its manpower as well as to forecast for its sales. It must strive to become more capable of utilizing the potential of its employees.

"Educational research must be expanded to exploit new methods and techniques in order that the inadequacies of present traditional education will be minimized.

"A national inventory of our skills must be established and maintained so that we can make the best use of our manpower.

"Each one of us must endeavour to meet the growing personal challenge and responsibility to raise our contributions to the level of our capabilities."

Jobless Workers in U.K. Helped to Move to New Jobs

A "lodging allowance" of 35 shillings a week will be paid to United Kingdom workers, if employment in their home areas cannot be provided for them within eight weeks of any day they become unemployed, under a new scheme launched by the British Government on June 11.

The plan was devised, in particular, to lessen hardships suffered by, for example, auto workers who lost their jobs in a recent recession and had to go elsewhere

for employment, but continue to support homes and families in their original working areas.

A statement by the Ministry of Labour advised that the allowance would be paid for periods of up to 12 months, so long as no suitable employment could be found in an applicant's home area. Other facilities offered in the scheme were free fares to the applicant's new work place.

Wastage of Women Scientists

Girls who prepare themselves for scientific, engineering or technical occupations find employers reluctant to engage them. British author examines factors responsible for this, suggests ways to deal with it

A myth persists that girls cannot "do" mathematics and science. Even when they demonstrate their ability in these fields and prepare themselves for scientific, engineering or technical occupations, they frequently encounter employer reluctance to hire them.

"We haven't actually begun to utilize our womanpower to any appreciable extent," W. H. Evans, President of Honeywell Controls Limited, said recently.

A tendency to overlook the potentialities of womanpower in scientific and technical fields is also noted in Great Britain by N. M. Brown of the University of Sheffield, author of an article, "Wastage of Women Scientists" in the April issue of *Research*.

"Employers," he writes, "talk unequivocally in terms of men and boys."

In his article, Mr. Brown examines various factors that contribute to this oversight and makes some useful suggestions for dealing with it.

Up to the present, marriage has caused the loss to the labour force of many women trained as scientists. With the growing proportion of married women in the population, this tendency could be multiplied. The author notes, however, that many women are seeking re-employment when their children are old enough to go to school. Also, he has found growing tolerance towards the employment of married women, especially in industrial areas of large cities.

He cites a school "where ten years ago a girl would have felt the need to apologize for the fact that her mother went to work" but where now "the apologies come from the girls whose mothers stay at home".

These attitudes of children, reflecting the point of view of their parents, indicate, he believes, the emergence of "a less rigid distinction between the functions of father and mother within the family circle". He finds, however, that the professional classes "seem to find more difficulty in breaking away from traditional modes of thought and behaviour".

He points out, also, that it is not only husbands and families who have to adjust to the consequences of the employment of married women. "If married women scientists are to work happily and successfully within the vast community of industrial personnel, a thoughtful, unprejudiced attitude among employers towards them is

not less important than the encouragement and support of a husband," he writes.

Entry into other fields of employment where they feel more confident of their capacities is another cause of wastage discussed by the author. "Women are not wanted in industry," he writes. "They are *needed*, but not wanted because they introduce into a male climate of opinion a feminine quality which adds complication to an already complicated situation. It is easier without women, or so the men think. And because they are aware of this, women tend to play at being men when they get into industry, or, with understandable indignation, refuse to push in where they are not welcome."

A third cause of wastage the writer attributes to environmental pressures that lead girls to leave school without adequate preparation for a career in science. A recent enquiry among teen-age girls brought to light three major reasons for leaving school before completing an academic high school course:

1. A desire to get some "practical" training that would make possible earlier employment.

2. Financial reasons—to earn money or to help financially at home.

3. Lack of success or interest in academic work and a desire to be free from homework.

In this context Mr. Brown comments on the need of stabilizing influences on the part of parents, teachers and employers of girls if they are "to weather the storms of adolescence".

The writer has found that one of the difficulties of attracting girls into science is that "the laboratory has not yet managed to compete with a typewriter for a girl's affection". This he believes to be a "matter of tradition" and he stresses the need to "widen the pupils' interest by every means available". Moreover, he adds, as gainful work increasingly becomes an accepted part of a woman's life, "parents should be encouraged to consider their daughters' careers as seriously as they have always considered their sons'".

Discussing vocational guidance for girls, he urges "a thorough overhaul" of the present provisions. "Not only the amount but also the kind of advice is important"

(Continued on page 743)

Provincial Co-ordinators Meet

Three-day meeting in Ottawa discusses difficult cases that have come to the attention of rehabilitation officers, development of medical rehabilitation services, vocational training, placement of disabled

A discussion of difficult cases that had come to the attention of officers charged with the responsibility for rehabilitation took place at a three-day meeting in Ottawa of Provincial Co-ordinators of Rehabilitation.

The development of medical rehabilitation services, staff training, and publicity and educational programs was also discussed. Vocational training for the disabled and placement services available to assist those who had undergone vocational training or other rehabilitation services were outlined.

Subjects studied by the meeting, held May 15-17, included the utilization of the Medical Rehabilitation Grant, the rehabilitation of the mentally ill, the relationship between provincial educational systems and the vocational training required for disabled men and women, and sheltered employment.

Plans were discussed for the Provincial Co-ordinators to visit adjacent states in the United States with similar economies in order to benefit from the longer experience there in the field of rehabilitation.

An outline of rehabilitation services in the United Kingdom was given by Ivor Thomas, Assistant Regional Controller, Manchester Region, U.K. Ministry of Labour and National Service, who is at present visiting Canada. He was introduced to the meeting by A. H. Brown, Deputy Minister of Labour.

Also present at the meeting were officers of the Unemployment Insurance Commission, the Indian Affairs Branch of the Department of Citizenship and Immigration, and the Departments of National Health and Welfare, Veterans Affairs, and Labour.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, presided.

Workshop on Rehabilitation of Disabled

Co-operation by parents, teachers, and health authorities in the acceptance of disabled persons in school and in society was called for at a workshop on the rehabilitation of the disabled held early last month

at the Nova Scotia Rehabilitation Centre, Halifax.

The meeting was sponsored jointly by Nova Scotia's rehabilitation authorities and the Nova Scotia Rehabilitation Council.

Nova Scotia now compares favourably with the rest of Canada in the treatment and training of the physically disabled, the meeting was told by Frank G. Wellard, Provincial Co-ordinator, and Ian Campbell, National Co-ordinator of Civilian Rehabilitation.

With Dr. A. H. Shears as chairman, a panel of Halifax doctors discussed static disabilities and, with Dr. G. J. H. Colwell as chairman, dynamic disabilities. A session on the vocational appraisal of the physically handicapped and their vocational training was held under the chairmanship of G. E. Perry, Director of Vocational Guidance, Nova Scotia.

Brig. A. C. Ross, Regional Director of Special Placements, Unemployment Insurance Commission, was chairman of a panel comprising representatives of Labour, Management and the UIC that discussed employment opportunities in Nova Scotia for the handicapped.

The groups who form the Nova Scotia Rehabilitation Council presented reports that illustrated the important part played by community organizations interested in the handicapped and the valuable help given by voluntary organizations who work with the disabled.

The National Co-ordinator of Civilian Rehabilitation, Ian Campbell, and the Assistant National Co-ordinator, Noel Meilleur, participated in the workshop.

* * *

A comprehensive account of the medical, employment and welfare services for the disabled in Great Britain is given in the *Report of the Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons*. The publication is available from the United Kingdom Information Service, Quebec, Montreal, Ottawa, Toronto or Vancouver, price \$1.04 postpaid.

The Committee was established in 1953 by the Minister of Labour and National Service, the Minister of Health, and the Secretary of State for Scotland.

International Council of Women

Canada is host country for Council's triennial conference. Some 400 delegates from 30 countries were expected to attend meeting this month

As this issue of the *LABOUR GAZETTE* went to press, Canada was preparing to act as host country for the triennial conference of the International Council of Women. Some 400 delegates from 30 countries were expected to attend the meeting at McGill University in Montreal.

President of the ICW is Dr. Jeanne Eder of Zurich, Switzerland, expected at the conference along with Chief Elizabeth Adekobe, Nigeria; Begum Shaista Ikramullah and Begum A. G. Ahmed, Pakistan; Mrs. L. Fonda-Savio, Italy; the Marchioness of Reading, JP, Dr. M. Mitchell and Mrs. Jean Cowan Hunter, United Kingdom; Mrs. A. M. Beaupain, Finland; and Dr. I. Koska-Klink, Germany.

* * *

"Women," says the *International Bookbinder* for March-April 1957, "often do not feel that they themselves have any relationship with the labour movement, even though their husbands, sons or brothers may be members of organized labour."

The publication also asserts that "millions of American women whose lives revolve around home and children have no direct contact with industrial activities or with union organizations" and that "many women workers, too, have failed to find a sense of identification with the labour movement."

Women are said to be more difficult to organize than men, take less interest in union activities and attend fewer meetings. "However, labour objectives, economic and political, can be effectively reached only if American women are convinced that unions are as vitally important to them and to their children as to their menfolk."

The article concludes with the statement that "a campaign to educate American women to the importance of the labour movement and to gain their active support would greatly strengthen existing unions and should be undertaken by organized labour today."

* * *

A report covering a two-year study of women in the United States as a manpower source, conducted by the National Manpower Council, a non-partisan body established at Columbia University, has made the following findings.

During any month, one-third of all women 14 or older are in the labour force; more than two-fifths—some 28 millions—work during the course of a year.

An average girl in school today will hold a paying job outside the home for about 25 years.

Working women account for one-fifth of the country's total wages and salaries—or over \$42 billions—and for more than one-fourth of the total man-hours worked.

Of all women now working, 60 per cent are married and one-half are over 40.

Out of every 10 married women, three are working. Two out of five mothers with school children work.

Women middle-aged and over have come into the labour force in greater numbers than any other single group since 1950.

Women show up in almost every conceivable job. But more than one-third work in secretarial, clerical and sales occupations.

Women have greater manual dexterity and tolerance of routine, but less physical strength than the male, greater absenteeism, and smaller amount of interest in advancement and increased responsibility.

Young girls seeking short-term jobs want regular hours, little overtime, and other conditions that will enable them to lead a normal social life.

* * *

Opportunities for women mathematicians and statisticians are greater than ever before, according to a survey made in the United States.

In keeping with this situation, the Women's Bureau of the U.S. Department of Labour has published a pamphlet, *Employment Opportunities for Women Mathematicians and Statisticians*.

Mrs. Alice K. Leopold, Assistant to the Secretary of Labour for Women's Affairs, hopes that "the findings in the pamphlet will encourage more young women who have majored in mathematics at universities to train for this field, since there is a great shortage of capable personnel for the field in government, colleges and private industry."

The pamphlet may be obtained from the U.S. Government Printing Office, Washington 25, D.C., U.S.A., at 25 cents per copy.

50 Years Ago This Month

Wage increases reported during May 1907, ranging from \$2 a month to \$3 a week, brought wage rates up to a range of from \$9 a week to \$45 a month. Committee reports shortage of labour in British Columbia

Wage increases ranging from 5 to 10 per cent went into effect during May 1907 for several thousand employees at a number of sawmills in Ontario and the eastern provinces. The *LABOUR GAZETTE* of June 1907 reported that mill hands at Saint John, N.B., and about 1,000 river drivers in southern Quebec received an increase of 10 per cent.

Workmen employed on the drives on the Ontario side of the Ottawa river, numbering about 1,800, had their wages increased from \$43 to \$45 a month, and at Peterborough 270 men got an increase of about \$2 a month. Rates for river drivers in New Brunswick were reported to be from \$2 to \$3 a day.

Employees of the Crow's Nest Pass Coal Co. at Fernie and Michel, B.C., obtained a substantial increase in wages.

Construction workers at a number of places in Ontario, at Sherbrooke, Que., and in Edmonton and Calgary obtained wage increases, of which the following are examples: bricklayers and masons in Ottawa, from 45 to 47 cents an hour, and to 50 cents after May 1, 1908; bricklayers at St. Catharines, from 38 to 45 cents; bricklayers and masons at Port Arthur, to 57½ cents an hour; carpenters and joiners at Sherbrooke, from \$1.50 to \$2 a day; men in the same trade at St. Catharines, from 27½ to 33 cents, after a strike; plumbers at Niagara Falls, to \$2.75 from \$2.50 a day; plumbers in London, to 35 from 30 cents an hour, with hours reduced from 49½ to 44 a week; in Edmonton, the same trade, an increase of \$3 a week; hod carriers and labourers in Calgary from 25 to 30 cents an hour.

Wage increases were also recorded in a number of metal and engineering occupations. Old and new rates for some occupations were given as follows: stove plate moulders at Weston, Ont., \$19.37 and \$20.33 a week; tanners and curriers in Quebec City, \$8.25 and \$10 a week; coal carters in Montreal, \$8 and \$9 a week; oilers, wheelmen and firemen on several Great Lakes vessels, \$35 and \$37.50 a month; corporation labourers in Quebec City, \$1.25 and \$1.50 a day; for the same class at Calgary, 25

and 27 cents an hour. In Hamilton, stove plate moulders were to receive a minimum of \$2.90 for a 10-hour day.

Fifty locomotive engineers on the Quebec Central Railway got an increase of 10 per cent. Ship labourers at Saint John obtained a rate of 40 cents an hour, with double time on Sundays and holidays. Policemen and firemen in Quebec City got a 10-per-cent increase.

The cost of living was also increasing, with higher prices for flour, bread, beef, lumber, coal and ice mentioned in the *LABOUR GAZETTE*.

A backward spring delayed seeding and railway construction. Drift ice hampered fishermen in the Maritimes and delayed shipments from Nova Scotia collieries. Retail trade was reported quiet, money continuing "tight" owing to delayed deliveries of the western crop of 1906.

A committee of the Victoria, B.C., Board of Trade which made an investigation into the state of the labour market in British Columbia during February 1907 issued its report in May. The committee reported a shortage of labour in every part of industry it had investigated, which included lumbering, farming, fruit-growing, shipbuilding, the iron industries and domestic service. This was said to be in spite of the wages paid being similar to those which prevailed in the adjoining state of Washington in the United States, and higher than those paid in eastern Canada.

The committee complained that the imposition of a prohibitive head tax on Chinese immigrants had cut off the supply of unskilled labour. It recommended the immediate suspension of the federal and provincial alien laws, and that certain measures should be taken by the provincial government to encourage immigration, as a means of stimulating the influx of labour into the province.

During April 1907, 22,162 immigrants arrived in Canada from Great Britain, compared with 15,403 in the same month of 1906. During the first five months of the year immigration from the same source totalled 55,675, compared with 40,210 in the same period of 1906.

INTERNATIONAL LABOUR ORGANIZATION

Conference Agenda, Delegation

40th International Labour Conference, meeting June 5 to 27, will hold first discussion on discrimination in employment, debate draft texts of three Conventions, two Recommendations. Canadian delegation named

A first discussion of discrimination in the field of employment and occupation will be formally on the agenda of the International Labour Conference at its 40th session in Geneva from June 5 to 27.

In addition, final decisions will be reached on draft international instruments concerning forced labour, weekly rest in commerce and offices, and indigenous populations, first discussed during the 1956 session.

The Conference will also have before it for general debate a report by the Director-General of the International Labour Organization, David A. Morse, dealing with the labour and social implications of technological change, particularly automation and the industrial uses of atomic energy (L.G., May, p. 563).

The ILO's general Conference will also have the important task of the triennial election of 30 of the 40 members of the ILO Governing Body. Ten governments hold permanent seats as states of chief industrial importance.

It is expected that the Conference will bring together a number of Ministers of Labour and some 800 delegates, advisers and observers from countries and territories all over the world.

Each member country of the ILO is entitled to send four delegates, accompanied by advisers. Two of the delegates represent the government, one represents the employers and one the workers.

Canadian Delegation

The Canadian delegation consists of the following:—

Government Members: G. V. Haythorne, Assistant Deputy Minister, Department of Labour, Government Delegate and Head of the Delegation; Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour, Government Delegate; M. Wershof, Canadian

Permanent Representative to the European Office of the United Nations, Substitute Government Delegate; and Eric Acland, Senior Administrative Officer, Indian Affairs Branch, Department of Citizenship and Immigration; G. R. Carroll, Industrial Relations Branch, Department of Labour; H. Jay, Canadian Permanent Mission to the European Office of the United Nations; Miss Edith Lorentzen, Director, Legislation Branch, Department of Labour; and W. E. Wilson, Deputy Minister of Labour, Province of Manitoba, all Advisers to the Government Delegates.

Worker Members: Claude Jodoin, President, Canadian Labour Congress, Worker Delegate; and H. E. Campbell, National Legislative Representative, Brotherhood of Locomotive Engineers; George Hutchens, Canadian Director, International Union of Electrical, Radio and Machine Workers; Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress; E. P. O'Connor, General Secretary, British Columbia Provincial Government Employees' Association; and Joseph Parent, Vice-president, Canadian and Catholic Confederation of Labour; all Advisers to the Worker Delegate.

Employer Members: W. A. Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited, Employer Delegate; and S. D. Chutter, General Manager, Canadian Construction Association; C. W. George, Ottawa Representative, Canadian Manufacturers' Association; J. R. Kimpton, Assistant Vice-president, Personnel, Canadian Pacific Railway Company; W. J. McNally, Representative, Canadian Chamber of Commerce; and F. W. Purdy, President, Purdy Mansell, Limited; all Advisers to the Employer Delegate.

H. T. Pammett, Executive Assistant to the Director, ILO Branch, Department of Labour, is Secretary to the Delegation, while

Miss M. Moody, of the Administrative Services Branch, Department of Labour, is acting as Assistant to the Secretary.

Discrimination

The Governing Body of the ILO decided to place the subject of discrimination on the agenda of the 40th session of the Conference with a view to the adoption of an international instrument laying down the principles of a policy of fair employment and indicating the practices likely to facilitate its application.

The ILO prepared and submitted to governments a preliminary report setting out the general background of the problem. At the same time governments were requested to reply to the questionnaire contained in the report. On the basis of replies received, the ILO will submit a further report which, together with the first report, will serve as a basis of discussion by the Conference.

Forced Labour

A first discussion on forced labour was held at the 39th session, when the Conference unanimously decided to include this question on the agenda of the present session with a view to the adoption of a Convention on the abolition of forced labour.

In preparation for the second and final discussion, the ILO asked governments for their observations on the first draft text adopted by the 1956 session. On the basis of their replies, the ILO will now submit new draft texts of a Convention and two resolutions for consideration by the session.

ILO's Governing Body will also transmit to the 40th session of the Conference the latest report of the Ad Hoc Committee on Forced Labour, which was convened recently to examine further documentation submitted to it since its first session in March 1956.

Weekly Rest

The question of weekly rest in commerce and offices will also be the subject of a final discussion by delegates to the Conference. The draft texts of the proposed new instruments take the form of a Convention supplemented by a Recommendation.

Unlike international labour Conventions, Recommendations do not have to be ratified by governments. They have, however, to be brought to the notice of legislatures or other competent national authority.

Indigenous Populations

The question of the protection and integration of indigenous and other tribal and

semi-tribal populations in independent countries will also come before the Conference for final discussion.

The report prepared by the ILO contains the draft texts of an international labour Convention and supplemental Recommendation. These texts have been established by the ILO after consultation and in agreement with other interested international organizations—United Nations, Food and Agriculture Organization of the United Nations, UNESCO, and the World Health Organization.

Election of the Governing Body

The three-year period of office of ILO's Governing Body will shortly expire. Membership consists of 40 persons, 20 representing governments, and 10 each representing the employers and workers respectively. In addition to the 40 regular members, ten deputy members are appointed for each group.

In accordance with the terms of ILO's Constitution, 10 of the 20 seats allocated to regular members of the government group are occupied by representatives of the states which are agreed to be of "chief industrial importance". Member nations at present occupying these ten seats are: Canada, China, France, Federal Republic of Germany, India, Italy, Japan, United Kingdom, United States and the USSR.

The remaining ten regular government States Members and the ten deputy States Members are elected by ballot by the government delegates attending the Conference, with the exclusion of the government representatives of the ten countries of chief industrial importance. The States Members elected designate in turn the persons who will represent them on the Governing Body of the ILO.

The persons representing the employers and the persons representing the workers are elected respectively by the employer and worker delegates to the Conference.

Director-General's Report

In Part II of his annual report, ILO Director-General David A. Morse summarizes the 1956 activities of the ILO in these fields:

- the promotion of co-operation between labour and management;
- the development of workers' education;
- the continuous struggle for the recognition of basic human rights.

Part I of Mr. Morse's report dealt with automation (L.G., May, p. 563).

Part II of the report to the general conference also serves as the Eleventh Report of the International Labour Organization to the United Nations.

6th Session, Metal Trades Committee

Committee adopts report on automation and resolution giving series of general considerations to be communicated to ILO member states

Automation and job evaluation in the world's metal trades were discussed by government, employer and worker delegates from 21 countries who attended the sixth session of the ILO's Metal Trades Committee* in Geneva May 6 to 18.

A report on automation adopted by the Committee contains a memorandum presented by the employers' group and a statement presented by the workers' group. The Committee also adopted a resolution with an annex giving a series of general considerations on automation to be communicated to ILO member states with the request that they be transmitted to the employers' and workers' organizations of the metal trades, and to other bodies concerned with the problems dealt with in the document.

The questions relating to automation discussed in the document include labour-management relations, manpower problems, re-examination of the existing wage structures and the responsibilities of management and governments.

The various conclusions on automation were adopted by 70 votes in favour to none against, with 36 abstentions, including a large majority of the members of the employers' group. A spokesman for these delegates said they had not had enough time to discuss fully the considerations proposed.

The report on job evaluation methods in the metal trades, adopted unanimously, outlines the discussion that took place on the subject in the sub-committee stage and records the various points of view expressed. The Committee suggests that these points of view be communicated to governments and to employers' and workers' organizations.

It also suggests that the Director-General of the ILO, if he decides on any future activities on the subject, should take these views "fully into account and pay particular attention to the problem of consultation and co-operation with the workers or their organizations in the establishment and operation of job evaluation schemes with due regard to practice in different countries in this field."

This last recommendation was adopted in sub-committee by 23 votes to 1 with 19 abstentions.

The Committee also desired:

—that the general report to be presented to its next session should include "a study of health, safety and of welfare in relation to health and safety of the shipbuilding and ship-repair workers, with special reference to the incidence of the lung diseases of pneumoconiosis and silicosis, in particular amongst welders and those working in close proximity to them";

—that the ILO should "continue and intensify, in the field of the metal trades and to the maximum degree possible, the efforts of the Organization on programs of technical assistance to the industrially underdeveloped countries";

—that the Governing Body of the ILO consider "the advisability of calling upon governments to devote their full attention to the problem of a reduction of hours of work in the metal trades without reduction of income" and "bear in mind the importance of this problem to the metal trades when considering proposals for placing the subject of a reduction of hours of work on the agenda of the International Labour Conference".

The last two suggestions relating to reduction of hours of work were adopted by 62 votes to 35 with 13 abstentions.

The conclusions of the Metal Trades Committee will be considered by the ILO Governing Body, which will then decide what action is to be taken on them.

The following countries participated in the work of the session: Australia, Belgium, Canada, Chile, Czechoslovakia, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Netherlands, Norway, Sweden, Switzerland, Union of South Africa, United Kingdom, United States and Yugoslavia. The Soviet Union, which is not a member of the Committee, was represented by a government observer delegation.

The Canadian delegation comprised: Government Delegates: Dr. W. R. Dymond, Director, Economics and Research Branch; and H. S. Johnstone, Industrial Relations Branch, Department of Labour.

*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Employer Delegates: T. G. Beament, President and Managing Director, Fahrallyoy Canada Limited; and A. B. Lawrason, Manager, Traffic Products Division, St. Thomas Metal Signs Ltd.

Worker Delegates: S. Ted Payne, Vice-president, National Federation of Metal Trades (CCCL); and George Schollie, Canadian Vice-president, International Association of Machinists.

Labour Statisticians International Conference

Statisticians from 45 countries endorse the "International Standard Classification of Occupations"; discuss measurement of underemployment

The ninth International Conference of Labour Statisticians last month endorsed the "International Standard Classification of Occupations" prepared by the International Labour Organization.

The statisticians, from 45 ILO member countries, also dealt with the measurement of underemployment and statistics for social security.

The occupational classification system consists of major, minor and unit groups describing a vast variety of occupations. The conference stated that this classification will serve as a useful basis for reporting occupational data intended for international comparisons.

The conference recognized the necessity of developing methods for the measurement of underemployment, starting by the study of the most obvious cases, for use in national statistical systems and, in so far as possible, for making international comparisons.

Resolutions adopted on the subject included a recommendation that the ILO should prepare a revised edition of the report submitted to the conference, taking into consideration the techniques and results of recent surveys, and publish this edition in final form to serve as a guide in future work in this field. The conference also proposed that assistance should be given in the most appropriate way by the ILO to such countries as may desire to carry out studies on underemployment.

In the field of social security statistics, the conference considered comprehensive and up-to-date statistics to be an essential prerequisite for the formulation of policy and the execution of programs. Such records constitute an important source of

wider economic and social statistics, even if it would appear that, in most countries, the fullest possible use was not being made of such records.

Other resolutions adopted by the conference recommended that the ILO continue its inquiries on the cost of social security and develop a common body of statistical concepts, definitions and classifications which might be brought into general use. It was further proposed that a working group of social security and statistical experts be convened to assist the ILO in achieving these ends.

The labour statisticians recommend that ILO statistical publications should be widely disseminated, and that a study be undertaken by the ILO of the theoretical and practical aspects of the measurement of consumer price changes.

A further resolution proposed the convening of a committee of statisticians and other specialists concerned with the problems of employment injuries, with a view to the preparation of recommendations for international action in the field of accident statistics and occupational diseases.

The various resolutions adopted by the conference will be submitted to this month's session of ILO's Governing Body, which will decide what action is to be taken.

The Canadian delegation to the conference comprised H. F. Greenway, Director, Labour and Prices Division, Dominion Bureau of Statistics, as government delegate; Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, as substitute delegate and adviser; and N. L. McKellar, Research and Administration Division, Dominion Bureau of Statistics, as adviser.

Ghana Joins ILO, Becomes 78th Member Country

Ghana last month joined the International Labour Organization.

The Government of Ghana recognized that it continued to be bound by the obligations entered into on behalf of the Gold Coast by the United Kingdom in respect of ten ILO Conventions.

Prior to the achievement of full independence, tripartite delegations from the Gold Coast had been participating in ILO conferences as observers for several years.

The accession of Ghana takes the total membership of the ILO to 78.



Two groups of individuals, one representing employers and the other the employees, work in co-operation to assure the safety of 4,000 personnel employed on the international power development coinciding with the construction of the St. Lawrence Seaway Project in the area between Cornwall and Iroquois, Ont.

Representing employees of the Ontario Hydro-Electric Power Commission and members of all unions at the project is the Allied Council. Acting for management is the Labour Relations Association.

The groups were formed because the Ontario Hydro Commission knew from past experience that its own work forces and those of its contractors would meet many problems on so large a project.

The Commission knew that these problems could be effectively handled if all persons concerned with them adopted common practices in the areas of labour relations, bargaining, employment, safety, in fact—all matters resulting from the construction of the project.

In the field of safety, the groups apply the theory that a safety program is effective where there is total participation and shared responsibility by all employees and management.

The formation of safety policy on the project comes under the guidance of the Labour Relations Association. Observance of standard instructions, rules and regulations in matters of safety and accident prevention are required from all contractors by the terms of their agreements.

The Labour Relations Association's policy is to make safety everybody's business, with the workmen themselves playing the role as the most important segments of the program. This allows the safety experts to remain in the background and act as advisers.

Each of the 12 major work divisions at the project has a divisional safety committee. Its members come in equal numbers from employees and management and serve on the committee for three-month periods. Meetings by the groups are held each week.

As a result, all safety rules devised are endorsed by labour and management through consultation and agreement. It is felt that this procedure gives added force to the rulings and will be more strictly observed by employees, since their own representatives have helped to formulate them.

In addition to the 12 divisional committees there is the Central Safety Committee which meets once a month, made up of one management and one union employee from each of the 12 divisional committees. A meeting is held once each week, also, by all the safety experts on the project. These plan safety program aids and decide where prevention emphasis should be laid.

Officials on the project are convinced that there is general awareness of the need for safety at the project. The emphasis placed on the important role the man on the job plays is paying off.

Through the system of committees there are some 180 men who belong to safety committees. They wear special badges, and aim a steady flow of safety suggestions at the employees in the areas where they are employed.

The general manager of the Labour Relations Association feels that a great deal of success has resulted from the use of labour-management consultation.

Recently, *Teamwork in Industry* visited the project and watched two of the safety committees at their meetings. One was a committee of Hydro employees engaged in moving houses. The other was from one of the large contracting firms.

Among the subjects discussed were instructions on how to work safely, causes of accidents, proper clothing, problems of inducing new men into safe-working methods, protective headgear, traffic, and the safety of people, especially children, in the areas where houses are being relocated.

It was noted by *Teamwork* that considerable credit was given in discussions to the value of intra-personnel consultation and co-operation in keeping to a minimum the number of accidents that have occurred at the project.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered five representation votes, and rejected one application for certification. During the month the Board received 14 applications for certification.

Applications for Certification Granted

1. United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of unlicensed personnel aboard vessels operated by the Clarke Steamship Company Limited and associated companies: La Compagnie de Transport du Bas St-Laurent Ltée, Magdalen Islands Transportation Company Limited, North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traverse Rivière-du-Loup St-Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (L.G., May, p. 571).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Commercial Cable Company aboard the cable ship *John W. McKay* (L.G., May, p. 572).

Representation Votes Ordered

1. Seafarers' International Union of North America, Canadian District, applicant, and National Harbours Board, Montreal, respondent (L.G., Feb., p. 175) (Returning Officer: C. E. Poirier).

2. Seafarers' International Union of North America, Canadian District, applicant, and Imperial Oil Limited, respondent (unlicensed personnel—MV *Imperial Vancouver*). This vessel is operated on the west coast by the Marine Division of the company (L.G., May, p. 571) (Returning Officer: D. S. Tysoe).

3. Seafarers' International Union of North America, Canadian District, applicant, and Imperial Oil Limited, respondent (unlicensed personnel—motor vessels *Imperial*

Nanaimo, *Imperial Namu* and *Barge No. 10*). These vessels are operated on the west coast by the British Columbia Marketing Division of the company (L.G., May, p. 571) (Returning Officer: D. S. Tysoe).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Deluxe Transportation Limited, North Bay, Ont., respondent (L.G., May, p. 572) (Returning Officer: A. B. Whitfield).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Husband Transport Limited, Montreal, respondent (L.G., May, p. 572) (Returning Officer: Remi Duquette).

Application for Certification Rejected

International Longshoremen's and Warehousemen's Union, Local 513, applicant, and the Elk Falls Company Limited, Duncan Bay, Vancouver Island, B.C., respondent (L.G., May, p. 572). The application was rejected for the reasons that (1) the applicant did not have the support of a majority of the employees engaged in loading and unloading vessels, even if the employees who performed such work for a minor part of their time were excluded from the unit, and (2) the representative of the applicant at the hearing, when questioned, appeared to desire the exclusion of certain regular employees from the unit, and as these regular employees were engaged in loading and unloading vessels for even longer hours than certain of the casual employees, their exclusion would make the unit inappropriate for collective bargaining.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Workers' Association of Dredges and Tugs, on behalf of a unit of unlicensed employees of Marine Industries Limited, Montreal, employed in its Dredging Division (Investigating Officer: C. E. Poirier).

3. The National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of maintenance personnel employed by the Sorel Dock and Stevedoring Co. Limited, Sorel, Que. (Investigating Officer: C. E. Poirier).

4. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and stationary engineers' helpers employed by Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

5. Oil, Chemical and Atomic Workers International Union, on behalf of a unit of laboratory employees of Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: A. B. Whitfield).

6. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

7. National Association of Broadcast Employees and Technicians, Local 64, on behalf of a unit of office employees of the Newfoundland Broadcasting Company Limited, St. John's, Nfld. (Investigating Officer: W. L. Taylor).

Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Vancouver) (Investigating Officer: C. E. Poirier).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Winnipeg) (Investigating Officer: C. E. Poirier).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Calgary) (Investigating Officer: C. E. Poirier).

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Moose Jaw (Investigating Officer: C. E. Poirier).

Moose Jaw (Investigating Officer: C. E. Poirier).

12. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Quebec Television (Canada) Ltd., Quebec, Que. (Stations CFCM-TV and CKMI-TV) (Investigating Officer: C. E. Poirier).

13. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Smith Transport Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

14. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Branch Lines Limited, Sorel, Que., aboard the *Louise Simard*, *Claire Simard*, *Palmbranch*, *Baybranch*, *Cherrybranch*, *Peachbranch*, and *Applebranch* (Investigating Officer: Remi Duquette).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough).

2. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503, 504 and 508 (Conciliation Officer: G. R. Currie).

4. Hill the Mover (Canada) Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

5. Radio Station CKVL, Verdun, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette).

6. Radio Station CHRS, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette).

7. McCabe Grain Company, St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: J. S. Gunn).

8. Canadian National Hotels Limited (Chateau Laurier Hotel) and Journeyman Barbers, Hairdressers, Cosmetologists and Proprietors International Union of America (Conciliation Officer: Bernard Wilson).

9. Motorways (Quebec) Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

10. Hill the Mover (Canada) Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

11. Can-Met Explorations Limited, Elliot Lake, and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

12. Westmount Moving and Warehousing Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

13. Maple Leaf Milling Company Limited, St. Boniface, Man., and Local 534, Flour and Cereal Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

Settlements by Conciliation Officer

1. National Harbours Board, Prescott, and National Harbours Board Employees' Association of Prescott (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 574).

2. Shipping Federation of Canada Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Duquette) (L.G., May, p. 574).

Appointment of Conciliation Board Refused by Minister of Labour

Hamilton Tug Boat Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 63).

Conciliation Boards Appointed

1. Eastern Air Lines, Inc. (Traffic Department), Montreal, and International Association of Machinists (Conciliation Officer: R. Trepasier) (L.G., April, p. 453).

2. Consolidated Denison Mines Limited, Sprague, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 574).

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503, 504 and 508 (Conciliation Officer: G. R. Currie) (see above).

4. Atomic Energy of Canada, Chalk River, and Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough) (see above).

5. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (see above).

Extension for another three years of the industry-wide contracts which cover the men's and boys' clothing industry in the United States was announced last month by the Amalgamated Clothing Workers and the Clothing Manufacturers Association.

The union did not press for a wage increase this year on account of present

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between Consolidated Denison Mines Limited, Sprague, Ont., and Local 1001, Blind River, and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (L.G., May, p. 574) was fully constituted in April with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, QC, and Kenneth Woods-worth, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Eastern Air Lines, Inc. (Traffic Department), Montreal, and International Association of Machinists (see above) was fully constituted in April with the appointment of the Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron and Roger Provost, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

Settlement before Board Fully Constituted

Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company) and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (L.G., Oct., p. 1272).

Settlement following Board Procedure

Eldorado Mining and Refining Limited (Beaverlodge Operations) and Local 913, International Union of Mine, Mill and Smelter Workers (L.G., Feb., p. 176).

conditions in the industry. The new agreement, however, provides for annual wage reopenings. Last year the union obtained an increase of 12½ cents an hour, as well as improved insurance benefits.

Fringe benefits in the new contract include provision for an eighth paid holiday, an increase in hospital benefits, and the raising of sick benefits.

Canadian Railway Board of Adjustment No. 1

Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in six cases heard on April 9.

One case concerned a dispute regarding payment for rest periods at away-from-home terminals for certain employees; the second concerned a protest against the dismissal of a brakeman for reporting on duty in an intoxicated condition; the third referred to the claim of a brakeman for mileage which had been denied him; the fourth referred to a claim by a brakeman for runarounds which he contended had been improperly assigned to other men; the fifth concerned a protest against discipline of 20 demerit marks assessed against a brakeman in connection with a burned journal box; and the sixth had reference to another claim for runaround by two brakemen.

In the first, third and fifth cases the contention of the employees was sustained; in the second and sixth cases the contention of the employees was not sustained; and in the fourth case the contention of the employees was not sustained in respect to compensation claimed.

The six disputes and decisions are summarized here:

Case No. 676—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning interpretation of Article 3 of the agreement between the Company and the Brotherhood in regard to the crediting of "hours of service".*

An unassigned Montreal District dining car crew was ordered to handle a special party from Detroit to Toronto. On arrival at Toronto the crew was released from duty for four hours and 15 minutes, and on the return trip the men were again released for four hours in Toronto.

An article of the agreement between the company and the Brotherhood states that: "Time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal, subject to deductions for rest periods enroute and at turnaround point. No deduction for release time less than two hours will be made." Another article defines rest periods.

The employees contended that the only deductions allowable under these articles were rest periods en route between the hours of 10 p.m. and 6 a.m., and rest at turnaround point.

The Company, in support of its contention that it had the right to release such crews at away-from-home terminals, quoted an article concerning terminal time at such terminals and asserted that it had always been the practice under the agreement to release employees from duty at away-from-home terminals under this clause.

The contention of the employees was sustained.

Case No. 677—*Dispute between the Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning the dismissal of a brakeman.*

A brakeman who had been idle in the terminal at about 9:30 a.m. was asked to take a call for fireman's helper on the 4 p.m. yard shift. He agreed to accept the call, and reported for duty at the station, instead of at the engine house, in a taxi at about 4 p.m. in an unfit condition. He was not allowed to go on duty and, after an investigation, was dismissed.

The union maintained that out of 10 witnesses whose statements were taken at the investigation, only two had testified to having smelled alcohol on the brakeman, the other eight having stated that they did not see him drinking alcohol or notice any smell of alcohol. The union argued that at least half the witnesses had been near enough to the brakeman to have smelled liquor; and it stated its belief that the man had been ill, as he had himself said in his statement.

The company contended that the evidence established beyond a doubt that the brakeman had been intoxicated when he reported at the yard office for duty. It suggested that the men who had seen him at the time "knew only too well the cause of the brakeman's condition" and were not much interested in helping him in his alleged illness.

The company also pointed out that the man had been previously employed by the Canadian Pacific Railway Company as yardmaster and had been dismissed for the same reason. After having been promoted to conductor in March 1945 he had been dismissed from the Algoma Central in February 1952 for the same offence. He had been reinstated in May of the same year "on a compassionate basis". He had again been dismissed in February 1953 on account of an accumulation of demerit marks for various offences, with dismissal action deferred.

The contention of the employees was not sustained.

Case No. 678—Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning a brakeman's claim for mileage.

A brakeman, qualified as a conductor, had failed to report for an oral examination when ordered. He was therefore withdrawn from service until he had done so.

Two days before the date appointed for the examination, the brakeman had been called to relieve a conductor but had booked sick and not gone on the call. He returned to duty two days after the date of the examination. He was permitted to resume as a brakeman on a way freight four days later. He claimed mileage earned by two trains of his assignment on the two days following his return to duty.

The company stated that the brakeman had been called under the proper regulations for the relieving job on which he booked sick. Both the yardmaster and the superintendent had refused to excuse him from the call. His booking sick was merely to get out of going on the relieving job, the company contended.

The contention of employees was sustained.

Case No. 679—Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning a brakeman's claim for runarounds.

A brakeman, assigned as a yard helper in a yard shift at the Sault terminal, was not called to pilot Algoma Steel Corporation yard engine movements on Algoma Central yard tracks on two consecutive days. He claimed runarounds for both days.

The employees contended the brakeman, a qualified conductor, had looked for the pilot jobs as spare work for a spare conductor. He was not used and claimed 50 miles runaround done by a yardmaster on the morning of the first day, 100 miles for a runaround by another yardmaster in the afternoon of the same day, and 100 miles runaround by a yard conductor on the second day.

The employees maintained that the brakeman, the senior qualified brakeman desiring the pilot job, should have been used as a pilot, not the yardmasters nor the yard conductor on his day off, especially when he was junior to the brakeman.

The company contention quoted from an article of the schedule that defined a "train" as "an engine or more than one engine coupled, with or without cars, displaying markers".

The code of Operating Rules defines a pilot as "an employee assigned to a train

when the engineman or conductor, or both, are not fully acquainted with the physical characteristics or rules of the railway, or portion of the railway, over which the train is to be moved," the company pointed out.

An engine assigned to yard service and working within yard limits is not a train, it contended. A pilot was not required for such movements, which could and were made safely under the direction of the yardmasters. No violation of any article of the schedule, the company argued, had been made.

The evidence, the Board stated, revealed an improper disregard of the rights of the yardmen. The evidence also showed the employees' claim, as submitted, lacked support.

The Board further said its understanding was that the Algoma Steel Corporation crew was entitled to a pilot as set forth in the Code of Operating Rules.

The contention of the employees was not sustained in respect to the compensation claimed.

Case No. 680—Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning discipline of 20 demerit marks assessed a brakeman in connection with a burned journal.

A train running as an extra after being derailed, when flagged by an assistant superintendent to report that horses were on the right-of-way, was told of a hot box that had not been seen by the crew. Because of the derailment, the crew had been on duty approximately 20 hours.

The head-end brakeman examined the hot box and applied a cooling compound. The conductor advised him to set the car off if there was any further trouble with the journal.

Six miles on, the box was smoking and after another $8\frac{1}{2}$ miles broke into flame when being set off into a siding.

The company contended that the journal should have been examined when it was smoking and the train stopped immediately when it broke into flame. The engineman and head-end brakeman were held responsible for the burning of the journal and were disciplined 20 demerit marks.

The crew would have been justified in setting off the car with the hot box at the first siding after being told of it; in electing to take the car through, they assumed responsibility for protecting it, the company asserted.

The Brotherhood contended that the brakeman had taken necessary precautions to correct the hot box when he became aware of its existence, by applying the

(Continued on page 743)

LABOUR LAW

Legal Decisions Affecting Labour

Ontario court holds that police officer may not be dismissed without a hearing. British Columbia court finds union to be a suable entity

Dealing with a question put to the court under the Constitutional Questions Act, the Ontario Court of Appeal held that there is no relation of master and servant between a municipal council or board and a police officer, and that a police officer may not be dismissed except in accordance with the terms of the Police Act, which expressly provides for a hearing.

In connection with an application for an injunction against a trade union for unlawful interference, the union sought to have the writ rejected on the grounds that it could not be sued in its own name as a legal entity. Mr. Justice Wilson held that British Columbia decisions clearly established that a union may be sued if the cause of action arises out of what may be a breach of the Labour Relations Act.

Ontario Court of Appeal . . .

. . . rules that a municipal council has no power to dismiss a police officer except after a hearing

On January 7, 1957, Ontario Court of Appeal ruled that a municipal council has no authority to dismiss a chief constable or other police officer appointed by it except after a hearing as expressly provided by Regulation 18 made under the Police Act.

The Court also ruled that there is no relation of master and servant between a municipal council or Board of Police Commissioners and a member of a police force appointed under Part II of the Police Act. A policeman exercises duties of a public nature, he is a ministerial officer exercising statutory duties independently of contract.

The judgment of the Court was delivered by Mr. Justice Laidlaw, who related that pursuant to the provisions of the Constitutional Questions Act, 1950, and an Order in Council dated October 25, 1956, the following question was referred to the Court of Appeal for hearing and consideration:

Has a Municipal Council power to dismiss a chief constable or other police officer

appointed by the Council, without a hearing as provided by the Police Act and the regulations made thereunder?

The answer of the Court was in the negative, and the reasons for that answer were as follows:

First, the Court considered the status of a member of a police force and his relation to the Municipal Council, Board of Commissioners of Police, or other authority by whom he is appointed.

The responsibility for the maintenance of law and order and for providing and maintaining an adequate police force is placed on every city and town and on every village and township having a specified density of population and real property assessment.

Every city must have a Board of Commissioners of Police; every county and town and any village or township having a population in excess of 5,000 may constitute such a Board. The members of a police force are appointed by the Board, and where there is no Board the appointments are made by the municipal councils.

Notwithstanding the facts that the establishment, maintenance and remuneration of a police force is provided by the municipalities, and that the appointment of members of a police force of a municipality is made by the Board of Commissioners of Police or by a council of municipality having no Board, no member of such police force is an employee or servant of the municipality.

The Board is empowered to make regulations "for the government of the police force, for preventing neglect or abuse, and for rendering it efficient in the discharge of its duties". Further, the Police Act provides that "the members of the police force

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

shall be subject to the government of the board and shall obey its lawful direction" (s. 15). However, the regulations which the Board may make are expressly limited in scope. The Board cannot make regulations inconsistent with regulations made by the Lieutenant-Governor in Council, pursuant to s. 60 of the Act (s. 14).

While members of a police force must obey "the lawful direction" of the Board, neither the Board nor a municipality not having a Board can lawfully give directions to any member of a police force prescribing the duties of his office. Those duties are set forth in s. 45 of the Act as follows:

Preserving the peace, preventing robberies and other crimes and offences, including offences against the by-laws of the municipality, and apprehending offenders, and laying informations before the proper tribunal, and prosecuting and aiding in the prosecuting of offenders... and... all the duties and responsibilities that belong to constables.

Those duties are not prescribed by the municipality or a Board by which a police officer has been appointed but they are imposed by statute, and are of a public nature and the manner in which they are performed is of public concern. Thus, the Attorney General may, as a matter of administration of justice in the province, with or without a request from a council of a municipality, require an investigation and report to be made to him "upon the conduct of any chief constable, constable, police officer, special constable or by-law enforcement officer... of any municipality" (s. 46 (1)). Also it should be noted that every police officer (except a special constable or a by-law enforcement officer) is given by statute "authority to act as a constable throughout Ontario" (s. 44).

In conclusion Mr. Justice Laidlaw stated that the relation of master and servant does not exist in law as between a municipality or a Board and a member of a police force appointed under Part II of the Police Act. The true position of such a police officer is stated by Viscount Simonds in *A.G. N.S.W. v. Perpetual Trustee Co.* (1955) A.C. 457 at pp. 489-90, as follows:

There is a fundamental difference between the domestic relation of servant and master and that of the holder of a public office and the state which he is said to serve. The constable falls within the latter category. His authority is original, not delegated, and is exercised at his own discretion by virtue of his office; he is a ministerial officer exercising statutory rights independently of contract.

Under Section 60 (1) (a) of the Police Act the Lieutenant-Governor in Council may make regulations "for the government

of the police forces and governing the conduct, duties, suspension and dismissal of members of police forces". In the opinion of the Court, those regulations are intended to be of universal application to all members of police forces in the province, and the subject of "dismissal of members of police forces" includes matters of procedure leading to such dismissal and the power to prescribe by regulation that no police officer shall be dismissed "except after a hearing".

Pursuant to the power contained in s. 60 (1) of the Police Act the Lieutenant-Governor made regulations 174/51 as amended by O. Reg. 55/53, and O. Reg. 37/56.

Regulation 14 provides that a member of a police force guilty of an offence against the code may be punished by dismissal as well as by other measures.

Regulation 18 provides expressly that "no chief constable, constable or other police officer shall be subject to any penalty mentioned in regulation 14 except after a hearing". The same article expressly preserved the authority of a municipal council or Board in certain cases; however, in the opinion of the Court, it is plain that "dismissal" is one of the penalties mentioned in Regulation 14, and that no chief constable, constable or other police officer shall be subject to dismissal except after a hearing. Each of them has a right in law to a hearing as provided in the regulations, and cannot be deprived of that right by an act of a municipality or board of commissioners of police.

In the case of a chief constable, the hearing must be given by a council, or where there is a board, by the board (Reg. 17). In the case of a constable or other police officer, the hearing must be given by a chief constable, or it may be given in the first instance by a council or by a board.

Mr. Justice Laidlaw added:

Regulation 18 expressly includes a chief constable and his right to a hearing as provided therein is equal to that of any constable or other police officer. None of them is subject to dismissal from office except after a hearing and, therefore, none of them holds office at the pleasure of a council or a Board of Commissioners of Police. That conclusion is made abundantly plain from the early legislation and amendments made from time to time respecting police forces.

The attention of the Court was directed to section 28 (k) of the Interpretation Act, containing a provision that "words authorizing the appointment of any public officer... shall include the power of removing him... in the discretion of the authority in whom the power of appointment is vested". In the

opinion of the Court, that provision is not applicable if a contrary intention appears in the legislation under consideration.

The intention that no member of a police force, including a chief constable, shall be dismissed from his office except after a hearing, as provided by Part I of the regulations made by the Lieutenant-Governor in Council, is plain, and that intention is contrary to the implied provision in s. 28 (k) of the *Interpretation Act* authorizing a municipal council or Board of Commissioners, in the exercise of a discretion given by that provision to remove a member of a police force.

Counsel for the town of Grimsby, while conceding that a municipal council or a board has no authority to dismiss a police officer without a hearing as provided in the regulations, contended that under the Order in Council passed pursuant to s. 60 (1) of the Police Act, there are "two classes of police officers, namely, a chief constable or other police officer". He argued that a chief constable is in a different class from any other member of a police force and is liable to dismissal without a hearing by a council or a board.

The Court rejected this contention on the ground that a chief constable is a member of a police force and, as such, is entitled to all those rights and privileges given by law to all members of such force. His position, his duties and his authority throughout the province are the same as any other member of a police force appointed by a council or board, and the fact that he is a chief constable in a force does not deprive him of any of his rights or privileges.

Another argument put forward by counsel for the town of Grimsby was that "the regulations, being procedural, are not exclusive and do not purport to exclude the power of a council to deal with a chief constable who has not committed an offence against the code but who is not directing or administering the police force, that is, carrying out the council's responsibility for the policing of and maintenance of law and order in the municipality, in a manner approved or acceptable to the council".

And finally, "the provision of Section 28 (k) of the Interpretation Act, and Section 256 of the Municipal Act, establish and provide a residual power in the council not abrogated or repealed by the Police Act, to dismiss a chief constable".

The Court did not accept either of those arguments. In its opinion, it was the intention of the Legislature that a council should not possess authority to dismiss a chief constable, constable or other

police officer except after a hearing as expressly provided in regulation 18, and there is no "residual power in the council" under s. 28 (k) of the Interpretation Act and s. 256 of the Municipal Act which enables them to dismiss any such officer at pleasure or without a hearing. *Reference re Power of Municipal Council to dismiss a chief constable or other police officer without a hearing* (1957) 7 DLR (2d) 222.

Supreme Court of British Columbia . . .

... finds trade union a suitable entity if the cause of action is a breach of the Labour Relations Act

On December 5, 1956, the Supreme Court of British Columbia ruled that a trade union coming within the definition of trade union in the British Columbia Labour Relations Act may be sued as *persona juridica*, whether or not it is a certified agency, and be subject to the court ruling in connection with a motion for an injunction against unlawful interference.

The facts of the case were related by Mr. Justice Wilson in his reasons for decision.

Therien, the plaintiff, operates in Vancouver his own business under the firm name of Safeway Trucking. He is not a wage earner and, as operator of the business, he owns, operates and contracts with one tractor front end loader, one D4 caterpillar, and four trucks. He drives one of the trucks himself and he has employees to operate the other equipment. He was told by the officials of Local 213 of the International Brotherhood of Teamsters that he must join the union or the truck he was driving would not be allowed to work.

An official of the defendant union told the general manager of City Construction Co. that "should the said company continue to permit the plaintiff to drive his own truck while he was not a member of the defendant's union, picket lines would be placed on any of the jobs of the said company upon which the plaintiff was working". As the result of this conversation the City Construction Co. discontinued hiring the truck belonging to the plaintiff which the plaintiff was driving.

As the result of these happenings the plaintiff brought a claim against Local 213 of the Teamsters Union for damages for unlawful interference with his occupation, livelihood and the conduct of his business, and for an order restraining Local 213, its officers, servants and agents, from continuing such interference.

The defendant trade union presented an application to reject the writ on the ground

that the defendant union is not a suable entity, and, if there is a cause of action, a representative action should be taken.

The plaintiff, in his suit, relied on sections 2, 4, 6 of the Labour Relations Act, 1954, c. 17 which replaced the Industrial Conciliation and Arbitration Act of 1948.

Section 4 (1): No employer or employer's organization and no person acting on behalf of an employer or employers' organization, shall participate in or interfere with the formation or administration of a trade union or contribute financial or other support to it.

Section 6: No trade union, employers' organization, or person shall use coercion or intimidation of any kind that could reasonably have the effect of compelling or inducing any person to become or refrain from becoming, or to continue or to cease to be, a member of a trade union.

The definition of employer in section 2 reads thus: "a person who employs one or more than one employee". The definition of a trade union in section 2 reads as follows:

A local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the Province, that has as one of its purposes the regulation in the Province of relations between employers and employees through collective bargaining, but does not include any organization or association of employees that is dominated or influenced by an employer.

These provisions of the Labour Relations Act are the same as those contained in the repealed Industrial Conciliation and Arbitration Act. Counsel for the plaintiff contended that:

1. He (the plaintiff) is an employer, as defined in the Act. Therefore, he would offend against the provisions of s. 4 (1) already quoted, if he joined the union.

2. The defendant is a trade union as defined by the Act.

3. The defendant's actions amount under section 6 to coercion and intimidation to compel him to join the union, and are doubly objectionable in that they seek to force him to do a thing which he is, by s. 4 (1), enjoined from doing.

In Mr. Justice Wilson's opinion, there were three questions to be answered:

1. Has the plaintiff set up facts which can (not must) establish breaches of the provisions of the Labour Relations Act giving the plaintiff a cause of action.

2. Has the plaintiff set up allegations upon which the defendant can (not must) be found to be a trade union as defined in the Industrial Relations Act.

3. If the answer to either of these two questions is in the negative the defendants' application (to reject plaintiff's action)

must succeed. But if both are answered affirmatively then the third question is: Can the plaintiff then sue the union as a juridical entity?

Regarding the first question, in the opinion of the Court, it is clear that the plaintiff set up breaches by the defendant union of the Labour Relations Act which could give him a cause of action.

In respect of the second proposition the Court found that the defendant union may be a trade union as defined in the Labour Relations Act.

In this connection Mr. Justice Wilson first quoted from the affidavit of Edward W. Lawson, business agent of the defendant union: "that the said Local No. 213 is a trade union having its head office... and is not a human person, nor a partnership nor a body corporate or politic but is an unincorporated association of workmen formed primarily to regulate wages and conditions of employment between its members and various employers within the Province of British Columbia, and generally to advance the interests of its members".

In the opinion of the Court this statement, considered with the definition of a union in section 2, brings the union clearly within the scope of the judgment of the Court of Appeal, delivered by Mr. Justice Smith in *Vancouver Machinery Depot v. United Steelworkers of America* (1948) 4 D.L.R. 518, from which the judge quoted the following passage:

This brings me to the cross-appeal. The learned judge dismissed the international union, the United Steelworkers of America, from the action, holding that although the other unions were suable entities because they had been appointed bargaining authorities under the aforesaid *Industrial Conciliation and Arbitration Act*, 1947, the international union was not so appointed and therefore never became an entity that could be sued... But I think the like result follows even if the union has not been actually appointed a bargaining agent; the mere fact that it could be appointed would appear to be sufficient. It seems to me that it would lead to all sorts of anomalies if a union's legal status under the Act was conferred merely by its being chosen to represent a group of workers. The matter of the status of a union as a legal entity, either at large or limited in purpose, depends upon the recognition and definition by the Legislature of its capacity. This seems to be clearly indicated in *Taff Vale R. Co. of Amalgamated Soc. of Ry. Servants*, (1901) A.C. 426. I refer to the reasoning at p. 430 of Farwell J. whose views were approved by the House of Lords.

I therefore hold that the international union is created a *person juridica* by the *Industrial Conciliation and Arbitration Act*, 1947, for the purpose of implementing that Act and for causes of action that may possibly be founded directly upon its provisions or a branch thereof, as I have already

mentioned. It follows, in consequence, that the order made dismissing it from the action was premature at this inchoate stage of the proceedings below.

Mr. Justice Wilson noted that the definition of a trade union given in the Industrial Conciliation and Arbitration Act of 1947 is similar to that in the Labour Relations Act which replaced the former act, and he concluded:

I say that if the International union referred to by Sidney Smith J.A. might be a *persona juridica*, so may the defendant union in the present case be a *persona juridica*.

As to the third question, whether the plaintiff can sue the union as a juridical entity, the answer of the Court was affirmative. In support of this ruling the judge quoted from the *Vancouver Machinery Depot v. United Steelworkers of America* (1948) 4 D.L.R. 522, the following passage:

It is, of course, true we did say that the international union was created a *persona juridica* by the terms of the *Industrial Conciliation and Arbitration Act*, 1947, "for the

purposes of that Act and for causes of action that may possibly be founded directly upon its provisions or a breach thereof". Assuming, without so deciding, that a possible cause of action could be based on the terms of the Act—or a breach thereof—it then follows that the international union would be called upon to plead thereto as a *persona juridica*. That is so because of our previous judgment in *Re Patterson & Nanaimo Dry Cleaning & Laundry Workers Union, supra*—a judgment which, at present, is binding in this Province...

In conclusion Mr. Justice Wilson rejected the defendant's application on the grounds that the defendant appears to be a trade union, and since it has been sued in respect of what may be breaches of the Labour Relations Act, then, the union has to plead thereto as a *persona juridica*; consequently he decided to entertain the plaintiff's motion for an injunction and fixed the date for a hearing. *Therien v. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Building Material, Construction and Fuel Truck Drivers, Local No. 213* (1957) 6 DLR (2d) 746.

Recent Regulations, Federal and Provincial

Minimum wage rates raised in Quebec. Mines safety regulations revised in Newfoundland. Amended regulations in Ontario require provision of first-aid room wherever 200 or more persons are working in one place

In Quebec, the revised general minimum wage order raised minimum wages to 60 cents an hour in Zone I, 55 cents in Zone II and 50 cents in Zone III and extended the weekly rest to establishments without a fixed work-week. A second order increased minimum wages in forest operations by approximately 15 per cent.

A new special order fixed minimum hourly rates of 55 cents, 50 cents and 45 cents, respectively, for the three zones for employees in hotels, restaurants, hospitals and real estate undertakings.

The revised Mines (Safety of Workmen) Regulations issued in Newfoundland set out new safety provisions with respect to internal combustion engines, explosives and electricity.

Regulations under the federal Territorial Lands Act contain safety provisions for gas and oil wells in the Northwest Territories and in the Yukon Territory.

Amendments to the regulations under the Ontario Workmen's Compensation Act require a first-aid room to be provided wherever 200 or more persons are working in one place.

Other regulations deal with mothers' allowances under the Manitoba Child Welfare Act, the filing of a second application for certification under the Newfoundland Labour Act, wages of apprentice lathers and plasterers in Manitoba, and requirements for tavern waiters' licences in Nova Scotia.

FEDERAL

Regulations under the Territorial Lands Act respecting oil and gas wells in the Northwest Territories and in the Yukon Territory approved by P.C. 1957-521 were gazetted April 24, replacing regulations authorized by P.C. 1954-174 of November 18, 1954.

The Territorial Lands Act applies to lands in the Northwest Territories and in the Yukon Territory that are vested in the Crown or of which the Government of Canada has power to dispose. Among other provisions, the Act authorizes the Governor in Council not only to make regulations for the leasing of mining rights in, under or upon territorial lands, but also to make regulations or orders with respect to any question affecting territorial lands.

The new regulations, which are to be cited as the "Territorial Oil and Gas Regulations," set out the requirements for exploratory licences and permits, provide for inspection and lay down rules with respect to drilling. In addition, they set out safety regulations similar to those issued by the Alberta Compensation Board for the oil well drilling industry (L.G. 1953, p. 588).

The regulations lay down the general requirement that every person who operates a drilling rig must take all necessary and reasonable measures to enforce the regulations and to ensure that they are observed by every employee.

Toolpushers and drillers are to obey such regulations as are applicable to their work and see that they are observed by workmen under their supervision.

Another general rule provides that any derricks, buildings, draw works, links, elevators, tongs, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety from accidents to persons employed in or around wells. The regulations also specify that spudding in or drilling operations at any oil or gas well are not to be performed until all moving parts of machinery are securely guarded and until all stairways, handrails and escape lines with escape buggy installed at the derrick platforms are properly installed and fastened in position.

In addition to these general provisions, more specific rules are set out covering such matters as derricks, ladders and stairways, safety belts and lines, protective clothing, oil and gas storage, electrical installations, fire prevention, hoisting, first aid, explosives and inspection.

The Minister of Northern Affairs and National Resources is responsible for the administration of these regulations. An officer of his Department, the Oil Conservation Engineer, has specific functions under the regulations, such as the approval of equipment. Any person authorized by the Minister to make inspections who observes unsafe working conditions not specifically covered by the regulations may require the situation to be corrected.

PROVINCIAL

Manitoba Apprenticeship Act

Rules relating to the plasterers' and lathers' trades made under the Apprenticeship Act by Man. Reg. 44/49 were amended with respect to apprentices' wage rates by Man. Reg. 27/57, effective May 1.

For wage rate purposes the four-year period of apprenticeship is now divided into

eight periods of six months rather than four periods of 12 months, as previously. The starting rate for an apprentice is not less than 35 per cent of the journeyman's rate, and the percentage rate is increased by 5 per cent every six months, with the result that in the last six months of the apprenticeship period the apprentice is to receive a minimum of 70 per cent of the journeyman's rate. Previously, the starting rate was 30 per cent, with increases of 10 per cent each year, so that for the fourth year the minimum rate for an apprentice was 60 per cent of the journeyman's rate.

Manitoba Child Welfare Act

Mothers' Allowances

New regulations (Man. Reg. 20/57) were issued under the Manitoba Child Welfare Act stating the maximum rates of monthly allowances payable under Part III of the Act, the requirements for eligibility, the procedure for granting allowances, and the powers of the Director of Public Welfare. These regulations, effective April 1, 1957, replaced Manitoba Regulations 94/45, 38/46, 19/47, 33/48 and 19/52.

Part I deals with the rates of allowances payable with respect to bereaved and dependent children. "Bereaved and dependent child" is defined in the legislation to mean:

any child in the province, who, because of the death of both parents, or the death of the father, or confinement of the father in a hospital for mental diseases, or the total and permanent physical disability of the father, is likely to suffer because of lack of means to have proper care supplied.

The allowance is available only in respect to a child 14 years of age and under, but may be continued beyond 14 years of age if the child is not capable of self support on account of mental or physical incapacity.

Maximum monthly allowances, excluding allowances for winter fuel, range from \$51 for one parent with one enrolled child to \$150 for one parent with seven or more enrolled children. If the second parent is in the home, this maximum allowance may be increased by \$17.25, which is the allowance for food and clothing for an adult when granted in accordance with these regulations. The term "parent" includes any adult in charge of or having the custody of the children.

The allowances mentioned above are calculated on the basis of monthly allowances provided for: food and clothing; rent or interest, taxes, insurance and repairs in lieu of rent; operating expenses, e.g., kitchen fuel, light, water, cleaning, recreation and equipment.

The allowance for food and clothing depends on the age of a child. A child one to six years of age is entitled to a monthly maximum allowance of \$7.75 for food, and \$2.25 for clothing, a total of \$10. A child of seven to 11 years would receive a total of \$13. A second parent living in the home may receive \$11.75 as a maximum for food, and \$5.50 for clothing, a total of \$17.25. In cases of families with three or more children, a deduction of \$1 is made for each child starting with the fourth.

The maximum allowance for rent or interest, taxes, etc., but exclusive of winter fuel, depends on the number of children at home in a family. For a family with one child, the maximum allowance is \$12; with two children, \$20.50; with five or more children, \$27.50.

The maximum allowance for operating expenses is calculated according to the number of children and the kind of lodgings and varies from \$5 to \$8.50.

The extra allowance for winter fuel may be paid for seven months in any one year ranging from \$12 (a family of one child in a house or of two to three children in unheated rooms) to \$22 (a family of six or more children in a house).

A monthly allowance is computed in each case by the Director of Public Welfare and has to be within the maximum provided in these regulations. However, the Director may increase the allowance by an amount up to \$25 a month, to provide for the payment of a monthly rent which is in excess of the maximum rent allowances; also the Director may, in addition to the increase providing for extraordinary rent, allow a further increase not to exceed \$25 in any one month if the maximum allowances for items other than rent are insufficient to meet the essential needs of the family.

Part II of the regulations contains the rules and conditions under which bereaved and dependent children may be enrolled for monthly allowances and under which the enrolment may be rescinded. In addition to the provisions of the Act, the regulations set forth a number of requirements for eligibility for allowance.

A mother who receives and administers the allowance has to be of good moral character, otherwise the allowance may be cancelled or administered as authorized by the Director; she has to live in the municipality in which she had legal residence at the time of enrolment, unless permission was granted by the Director, with the approval of the Minister, to move to another municipality; when an application for allowance is made, the mother of the child has to have had legal residence in the

province at the time she was deserted by her husband. An allowance is not payable when the assets belonging to mother or father or children and available for the maintenance of the child or children exceed three thousand dollars.

The regulations state that the allowance is to be paid: (a) to the mother who complies with the requirements of these regulations, or (b) to any person authorized by the Director to have the care and custody of such child or children if the mother is not living or is confined to a hospital for mental diseases, or is physically or mentally incapacitated or (c) to the mother or such other person as the Director may authorize under supervision having in consideration the best interest of the beneficiaries.

Newfoundland Labour Relations Act

An amendment to the rules of the Newfoundland Labour Relations Board approved by the Lieutenant-Governor in Council on November 30 was gazetted April 16. It provides that if an application for certification has been refused, a further application may not be filed on behalf of the same unit or substantially the same unit of employees until a period of six months has elapsed, except by special permission of the Board.

The former regulations stated that special permission to file a second application within a six-month period could be given only if the Board considered that the previous application had been rejected on account of a technical error or omission.

Newfoundland Regulations of Mines Act

In Newfoundland, where mining activity has increased greatly in recent years, particularly in the Quebec-Labrador region, new regulations, to be cited as the "Mines (Safety of Workmen) Regulations, 1957," have been issued under the Regulation of Mines Act. The new regulations, which were gazetted April 2, to take effect July 1, replace regulations which were appended to the Act when it was passed in 1951 (L.G. 1951, p. 1684).

The regulations apply to all mines, quarries, sand, clay or gravel pits, to machinery, plants and buildings, below or above ground, used in connection with the mine, including concentrating mills and metallurgical works, but not including office buildings, cook-houses, bunkhouses and recreational centres.

The new regulations expressly state that the Minister of Mines and Resources may, under special circumstances, suspend any of the provisions for a fixed period upon the recommendation of the chief inspector.

New safety provisions are set out with respect to mining methods in underground workings, internal combustion engines, and protective clothing; and the section on electrical rules has been revised, most of the changes conforming to the rules of the CSA Code (C.22.5 No. 1—1949 Use of Electricity in Metalliferous and Industrial Mineral Mines and Quarries).

The other safety rules are similar to the previous regulations in many respects, although they have been re-arranged and clarified. They cover mining methods in open-cast workings, shaft construction, cages and skips, hoisting, signals, ventilation, building standards, first aid, fire protection, hygiene, boilers and pressure vessels, explosives and other matters.

Age Requirements

The age requirements continue to be among the highest in Canada. The regulations not only prohibit the employment of women and girls, except for office or laboratory work, and forbid boys under 18 to work underground, but also set age limits for particularly dangerous work and for work on which the safety of others depends.

No person under 20 years may be put in charge of machinery used for hoisting, lifting or haulage or be made responsible for charging blasting holes with explosives or for the firing of explosives in blasting holes or be entrusted with the transmission of signals and orders for putting machines in motion. The person in charge of hoists used for hoisting or lowering workmen in a mine or in workings connected with a mine must be at least 21 years.

General Provisions

Among the general rules is a provision requiring the walls, roofs and faces of all working areas and travelways to be scaled and freed of loose or fissured rocks and stones so as to present no hazard to the workmen. The operator is also required to provide proper scaling equipment.

When the enclosing rocks are not safe, slopes, shafts, winzes, levels, and other underground workings in use are to be suitably timbered, cased or lined. The manager must not permit any person to work near a pit-wall until it has been examined and pronounced safe by the foreman in charge of the crew.

Every working mine must be provided with suitable pumps to prevent an accumulation of water which might endanger the lives of workmen in the mine or in an adjoining mine.

Any mine designated by the chief inspector must be provided with equipment for introducing ethyl mercaptan or other ap-

proved warning gas into the mine workings. Unused workings are to be tested for gas before being used again and only workmen making the examination may enter before the mine has been pronounced safe.

Operators are again required to provide sufficient life-lines for the workmen. Every person working in a dangerous place must wear his life-line continually. If the employee is engaged in work on the wall of a pit, the life-line must be snubbed to a solid anchor above the working place and must be under the constant supervision of a snub-tender.

Underground Workings

A new rule with respect to methods of mining in underground workings provides that every method practised in a mine must be safe and applicable to the structure of the ore deposit or part of the deposit being mined. Another new provision states that the chief inspector may order the manager to stop practising a method which an inspector considers to be unsafe or inapplicable.

Among the precautionary measures set out for underground workings is a provision which requires a person entering a storage place to wear a safety belt with an attached and anchored life-line that is to be attended by a second person. Another provides that no stoping may be done within 20 feet of a shaft used for hoisting men or material except when the shaft is to be abandoned and the chief inspector has been notified.

Except when preliminary work is going on, every mine must be provided with at least two emergency exits. In workings driven after these regulations come into force, the passageways are to be at least 200 feet apart and their surface outlets are to be in separate buildings.

Open-Cast Workings

As formerly, undercutting is prohibited when working in sand, gravel and unconsolidated materials, except in pits where the material is excavated and loaded solely by mechanical means.

Unless the chief inspector orders otherwise, all open-cut workings over 100 feet in depth must be worked in benches not more than 65 feet high, with the width exceeding the height of the face above. The regulations also require operators to see that all loose material lying within six feet from the edge of working faces in all pits is removed and that all overburden beyond this strip is sloped to the natural angle of repose.

Shafts

With respect to shaft manways, the regulations provide that once the new rules come into force, every shaft more than 100 feet deep must be divided into two or more

compartments, one of which is to be used as a passageway. The passageway is to be closely boarded off from the part of the shaft in which material is hoisted.

During shaft-sinking operations, the lower part of a shaft must be provided with a movable ladder, which is to be left in position as long as men are working at the bottom. A set of doors to cover the sinking compartments are to be maintained at the collar or other parts of service of the shaft or winze; the doors are to be closed whenever material is loaded into or unloaded from a shaft conveyance.

As formerly, persons are prohibited from riding on a loaded bucket.

Cages and Skips

Some minor changes were noted in the rules respecting cages and skips, one of which provides that in vertical shafts, safety cages used to carry passengers must be equipped with the prescribed safety devices. Formerly, this rule applied in vertical shafts more than 400 feet deep.

Another change is that the prohibition against travelling in a bucket, skip or cage loaded with explosives, pipe, drill steel, rails, and timber, except for the purpose of handling these materials, now extends to travelling with other material and equipment.

Hoisting

A new safety provision with respect to hoists states that in every shaft or slope more than 600 feet deep, the hoistman must be given adequate warning of the arrival of the bucket, skip, cage or trip of cars. Under the previous regulations approach warning signals were required only on shafts more than 600 feet deep and when buckets, skips or cages were approaching.

As formerly, the regulations provide for inspection of all new installations and modifications of existing installations and prescribe periodic inspections for all parts of the hoisting equipment, for overwind devices and for ropes.

A hoistman's log book must be kept at every shaft or slope. Daily reports of working conditions are to be entered, as well as results of tests of overwind devices and brakes.

The same qualifications are set out for hoistmen as formerly. No one may operate a hoisting engine used in shaft sinking or to hoist persons unless he has had at least one month's experience on a reversing hoist. He must also have a medical certificate from a duly qualified medical practitioner stating that he has been examined within the previous 12 months and found mentally and physically fit and free of defects of eyesight and hearing which, in the per-

formance of his duties, might endanger the safety of his fellow employees.

A special type of rope record book is now prescribed but there is no change in the information to be recorded. Rules are again set out with regard to factor of safety of ropes both for new ropes and those presently in use. Tests are required when a hoisting rope is installed and every six months thereafter.

Internal Combustion Engines

Internal combustion engines may now be operated underground provided certain strict conditions are met. The written approval of the chief inspector must be obtained and will be granted only if the engine meets the specifications of, and has been certified for use by, the Federal Department of Mines and Technical Surveys, the United States Bureau of Mines or the Safety and Mines Research Establishment of the British Ministry of Fuel at Derbyshire, England.

As regards exhaust gases, the regulations state that the chief inspector may suspend or forbid the operation of any internal combustion engine which produces noxious exhaust gases in excess of specified amounts. Permission to operate an internal combustion engine underground may also be withheld, suspended or revoked by the chief inspector if the oxygen content of the general atmosphere of the mine is less than 20 per cent or if the operation would create an explosion or fire hazard or would endanger the health of the workmen.

Approval to operate an internal combustion engine underground may not be given unless the mine has a positive ventilation system, the regulations specifying the volume of air to be supplied by the ventilation system to every area where the engine may be operated.

Every internal combustion engine operated underground must be equipped with an approved scrubber, which must be of the wet type unless the chief inspector rules otherwise. In addition, the regulations specify that the scrubber must contain only plain fresh water, which is to be changed at least once in each eight-hour shift or as often as may be necessary to maintain the temperature of the exhaust gases below 180° Fahrenheit.

The manager is responsible for seeing that a log book is kept for every internal combustion engine operated underground and for seeing that the carbon monoxide content of the atmosphere adjacent to the shaft and of the exhaust gases at the scrubber, the time of each change of liquid in the scrubber and the remarks of the operator regarding the operating condition

of the engine and of the brakes are recorded once every eight-hour shift.

Once a week, entries showing the condition of the brakes and scrubber connections, the volume of air supplied by the ventilation system to the most remote point where the engine is operated and the location of the point, as well as the signature of the person making the observations, are to be made.

Once every six months, the results of a complete analysis of the atmosphere at the exhaust port of the scrubber, the area adjacent to the engine and at a remote point where the engine is operated, together with the signature of the chief mechanical supervisor of the mine, are to be recorded. In addition, the results of the periodical checks made in accordance with the recommendations of the manufacturer of the engine are to be entered by the person making the inspection.

The regulations provide that internal combustion engine fuel oil must have a flash point of not less than 150° Fahrenheit and also prohibit the use of fuel with a heavy asphalt base in underground operations.

Every engine is to be equipped with a suitable hand operated fire extinguisher which does not produce noxious fumes when used on fires. (Carbon dioxide is not considered a noxious fume for the purpose of this regulation).

To prevent the accumulation of carbon monoxide, at least once every six months, or more often if suggested by an inspector, three samples of air are to be taken from the uppermost recesses of the workings where an internal combustion engine is operating and sent to the chief inspector for testing. Samples from the uppermost and accessible underground regions are to be sent at least once a year.

Ventilation

The rules respecting ventilation are unchanged, the regulations again providing that either by natural ventilation, where this is possible, or by mechanical means, the air in every mine must contain sufficient oxygen for health and be free from dangerous amounts of harmful impurities, including dust. Where possible, there must be main fans at the surface housed in fireproof structures. Whether underground or on the surface, ventilating fans must be reversible from the surface. In the event of a mine fire, fans may be reversed only by a direct order from the manager or his representative.

Fire Protection

The regulations prohibit the accumulation underground of inflammable refuse and timber. Oil and grease kept underground must

be in metal containers and must not exceed the requirements for seven days, unless the standard shipping container holds more than seven days' supply, in which case up to 14 days' supply may be stored.

Calcium carbide is to be stored in a dry place at the surface and in its original containers; only sufficient quantity for one day's use may be taken underground. Except for the usual miner's carbide lamp, no acetylene generator may be taken underground. Cylinders of oxygen must be kept in a dry, well-ventilated place and separate from acetylene cylinders. Oxygen and acetylene must not be stored in the same place as inflammable or explosive materials nor come in contact with any source of direct heat. Both types of cylinders must be sent to the surface when exhausted.

All underground rooms must be constructed so as to reduce fire hazards to a minimum. Where necessary, the manager must have a sufficient number of fire doors installed to cut off the shaft from other workings of the mine and see that they are kept in good order at all times.

No person may build a fire underground unless he has received instructions from the manager and fire-fighting equipment has been placed close at hand.

Suitable fire-fighting equipment must be maintained underground and in all buildings, including head-frames. This equipment must be inspected every month by an authorized person, who must send a written report to the manager.

Masks

The new regulations provide that where applicable the operator must supply masks of a type approved by the chief inspector to every workman exposed to dust, gas or irritating and dangerous fumes. As formerly, the workman is responsible for the daily cleaning of his mask and must report all defects to the manager. The use of another's mask is again prohibited.

The operator must sterilize all masks at least once a week and appoint a competent person to carry out regular inspections. Dust masks are to be inspected at least once a month and apparatus designed for other substances once a week. When not in use, masks are to be protected against dust.

Clothing

The requirements as regards dress are more specifically set out than formerly, the regulations providing that clothing must be of a design that will not constitute a hazard to the workman in the course of his duties.

Approved protective head covering and heavy boots with protective toe-coverings are to be worn underground. Persons

handling material likely to cause cuts and abrasions must wear gloves. When employed at work where hazards to the eyes exist from flying particles, safety goggles are to be worn. Workmen engaged in any occupation where power driven machines are being operated are forbidden to wear rings.

Explosives

The new regulations provide that, for the present, explosives must be stored in surface magazines in accordance with the regulations laid down by the Explosives Division of the Mines Branch of the Department of Mines and Technical Surveys of Canada. These regulations also apply when explosives are removed from storage magazines preparatory to use in mines and also when explosives are being handled in packing houses, thaw houses and other places where explosives are held or handled in transit from a storage place to a mine.

Unless approved by the chief inspector, no explosives may be stored, kept, or held in transit in any place in contravention of the British Table of Distances. Only approved explosives may be used underground.

All storage places must be kept meticulously clean, must be substantially built with strong doors and locks and must be clearly marked on the outside with the words "Danger—Explosives". As formerly, the manager is required to appoint a competent person to take charge of magazines and see that only competent persons are allowed to handle explosives. Not more than a 48-hour supply of explosives, including caps and fuses, may be kept underground.

As previously, persons are forbidden to smoke while handling explosives. The use of metallic tools in any hole containing explosives is also prohibited.

A new provision with respect to blasting states that when explosives are fired by electric current, connecting up electric blasting circuits may not be done during an electric storm in open cast workings, nor in shaft-sinking nor in any mining operation where a lightning charge is likely to cause a premature explosion. Before blasting, entrances to blasting places must be effectively guarded and due warning given to all persons in the vicinity. Workmen may not light a fuse in underground workings without having a second light close by.

Once a hole has been charged, it may not be abandoned unless effective attempts have been made to blast it or unforeseen circumstances prevent its being blasted safely. In either case, the hole is to be marked with warning signs on all its approaches, especially those close to fresh drilling. When

a round of holes is fired, the employee is required to count the number of shots exploding and report any misfire to the mine captain or shift boss, who in turn must advise the person in charge of the next relay of workmen.

Electricity

The regulations with regard to electricity, which are to be known as the "Mining Electrical Code," are more extensive than formerly. As previously indicated, most of the new provisions conform to rules of the CSA Code.

Among other general requirements, the regulations provide that construction, installation, operation, maintenance, repair, change, extension or alteration of any electrical equipment or system must be in charge of an authorized person. The regulations further provide that only authorized persons may do electrical work. The manager is responsible for establishing the competency of electrical workers, including the person in charge.

Only electrical equipment acceptable to the chief inspector may be used, the regulations providing that equipment will be deemed to be approved if acceptable to the Canadian Standards Association.

As formerly, the regulations require all electrical equipment to be inspected regularly and cleaned and repaired where necessary. Defective equipment must be disconnected and defective wiring removed.

Among other detailed rules, specific requirements are set out for control and protective devices, grounding, conductors, transformers, wiring in explosive storage, electric blasting devices and underground installations.

Offences and Penalties

As under the previous regulations, penalties are provided for offences such as failure to comply with a written order of the chief inspector or an inspector and for continuing an offence after receipt of a written order. A workman who wilfully damages equipment may also be charged, as may a person who enters a mine or goes near any moving machinery while under the influence of or while carrying intoxicants. As formerly, prosecutions may be taken in the name of the minister, the chief inspector or an inspector.

Nova Scotia Liquor Control Act

Regulations made by the Nova Scotia Liquor Commission setting out the requirements for a tavern waiter's licence, approved by the Lieutenant-Governor in Council on November 7, were gazetted April 3.

As formerly, licences will be issued by the Tavern Licence Committee. Applications must be on the prescribed form and must be accompanied by a certificate from a medical practitioner certifying that the applicant is not suffering from any contagious or communicable disease. An applicant is no longer required to be a British subject or a Canadian citizen, but is now required to be at least 21 years of age. He must also be of good character, the regulations providing that a person convicted of an offence under the Canadian Criminal Code within three years, or an offence under the Nova Scotia Liquor Control Act within one year preceding the application, must not be granted a licence.

Licences will expire on the 31st of December following the date of issue but may be renewed if the applicant submits a new medical certificate stating that he is free from any contagious or communicable disease and that he has been X-rayed and found free from infectious tuberculosis.

As formerly, the regulations provide that a licence may be cancelled or suspended at the discretion of the Committee.

Ontario Workmen's Compensation Act

Regulations under the Ontario Workmen's Compensation Act setting out new first-aid requirements authorized by O. Reg. 69/57 were gazetted March 30.

As formerly, the type of first-aid equipment to be provided depends on the number of persons employed in an establishment. If not more than 15 workmen are employed in one place, the employer is to provide a first-aid box containing as a minimum the supplies listed in the regulations. The box is to be in charge of an employee who has first-aid knowledge and works in the immediate vicinity of the box.

Every employer employing more than 15 and fewer than 200 persons in one place must not only provide the first-aid equipment specified but also such additional quantities as may be necessary to provide first aid to workmen injured during their employment. The person in charge of the box must be the holder of a St. John Ambulance Senior First Aid Certificate in good standing, or its equivalent, and must work close by. Previously, only persons in charge of first-aid boxes in establishments with 50 or more employees were required to have recognized first-aid courses.

The first-aid room which formerly had to be provided if more than 300 persons were working in one place is now required whenever there are 200 or more employees in one establishment. The first-aid room is to be in charge of either a registered

nurse or an employee holding a St. John Ambulance Senior First Aid Certificate in good standing or its equivalent. The regulations also provide that the person in charge must work in the vicinity of the first-aid room and may not do work which might adversely affect his ability to administer first aid.

Another change is that a bus on a route, other than an urban or suburban route, on which a workman is employed, the central point from which bush workers are despatched daily to work sites, and the site of the construction or repair of a building are now deemed to be places of employment and subject to the first-aid regulations. Railway trains and vessels, as before, are also subject to the requirements.

Where the place of employment is the site of construction or repair of a building, the required first-aid supplies and equipment are to be kept in the time office. If there is no time office for the project, they are to be maintained in a vehicle or building at the site. When the construction or repair of a building is in the charge of a general contractor, he must provide and maintain the first-aid equipment and supplies for the workmen engaged in the construction or repairs in the same manner as if he were their employer.

The new regulations also state that the employer of bush workers must provide at each work site and in every vehicle or boat used for the transportation of workers a first-aid box coloured white and prominently displaying a red cross. In addition to a standard first-aid manual, the box must contain the instruments, drugs and dressings specified in the regulations.

An employer of workmen engaged in transporting other workmen or goods outside an urban or suburban area must see that a first-aid box containing the prescribed equipment and supplies is carried on every vehicle.

Another new provision requires employers to keep a record of injuries to workmen and the first-aid treatment applied.

Quebec Minimum Wage Act

A new general minimum wage order, two special orders, and a renewal order made by the Quebec Minimum Wage Commission on March 27 and approved by O.C. 384 of April 10 were gazetted April 20, to take effect that day.

The new general order, Order No. 4, 1957, establishes minimum rates of 60 cents an hour in Zone I, 55 cents in Zone II and 50 cents in Zone III for all employees under the Minimum Wage Act and not covered

by special orders. Order No. 39, 1957, is a revised order which increases the wage rates of employees engaged in forest operations by approximately 15 per cent. The other special order, Order No. 40, 1957, is a new order governing employees in hotels, restaurants, hospitals and real estate undertakings. The fourth order renews Order No. 41, the order covering employees of municipal and school corporations, until May 1, 1958.

General Order

Order No. 4, 1957, the revised general minimum wage order, is considerably different from Order No. 4, 1953, (L.G. 1953, p. 899), the order which it replaces. The new order not only provides for higher minimum rates, but also fixes shorter regular work-weeks for some employees and extends the weekly rest requirement and the three-hour minimum to a number of workers who previously did not have the protection of these provisions.

The scope of the order has also been changed, employees in real estate undertakings and persons employed in hotels, restaurants and similar undertakings having been removed from the coverage of the order and placed under the new special order referred to above, Order No. 40, 1957.

In addition, the order has been rearranged and simplified. Instead of five parts, the new order has four, Part IV of the former order having been placed under the new special order (Order No. 40, 1957), which is described below.

Although Parts I and II, the sections setting out the application of the order and the general provisions, are approximately the same as formerly, Part III, the section dealing with hours and minimum wage rates, has been greatly reduced in volume. Rates continue to be set out with reference to the number of hours worked in the regular work-week of the establishment, but a 60-hour work-week is no longer prescribed, thereby eliminating one category of workplaces and a number of exceptions.

Duplication has also been avoided by having wage rates set out only once and by having the one list of exceptions apply to each of the three categories of workplaces. The fact that the weekly rest provision and the three-hour minimum now apply to all employees, regardless of the length of the work-week, has also contributed to the simplification of the order.

Except for the removal of employees in hotels, restaurants and real estate undertakings, the coverage of the new order is substantially the same as before, the order

governing all workers covered by the Minimum Wage Act except those employees who are specifically exempted. This means that agricultural workers, domestic servants, and employees governed by a decree under the Collective Agreement Act are excluded, as well as the following: employees governed by another order, including persons totally or partially exempted from its provisions; university or superior school students; blind persons working in establishments where they constitute the majority of the employees; emergency workers for the prevention or fighting of forest fires; employees of church corporations or boards of trustees; employees of religious institutions, teaching establishments, communities, seminaries, colleges, convents, hospitals, patronages, presbyteries, homes, orphanages, refuges, charitable homes and public benevolent establishments; employees of Desjardins savings banks; workers in peat-bog exploitations working as peat-cutters; the employer's consort; telephone operators in Zone III who are not exclusively occupied as such and who do not have regular working hours; persons who habitually work outside the employer's establishment and whose hours are not fixed; employees working in a territory not included in an electoral district; and members of the clergy or of a religious institute. All but the last were included among the former exemptions.

For the purposes of the order, the province is divided into three zones as formerly. The zone boundaries have been changed, however. Zone I now consists of the City of Montreal and the municipalities totally or partially situated on the Island of Montreal; Zone II comprises Quebec City, including the part of Number 5 industrial zone which lies outside the city limits, and other municipalities (except those included in Zone I) with a population of 6,000 or more; Zone III covers the rest of the province.

Classification of Workplaces

As before, establishments are classified according to the number of hours in the regular workweek. Regular workweek is defined as "the number of hours of work in a week beyond which any time worked must be paid for at an increased rate".

Establishments with a 48-hour Work-Week—The revised minimum rates having been based on a 48-hour week as formerly, the new order does not list the places on a 48-hour week. Only the exceptions are given.

Establishments with a 54-hour Work-Week—A 54-hour regular work-week is prescribed for the following undertakings

and establishments: retail sales and service establishments; transportation undertakings; garages and service stations; manufacturers of wooden articles; sawmills of Zones II and III; weaving mills, spinning mills, knitting mills and carding houses; dyeing establishments; food processing establishments; flour mills; bakeries, pastry establishments, and biscuit factories; canneries and meat packing establishments; dairies; entertainment and sports undertakings; theatres and cinemas; funeral undertaking establishments.

In addition, the order states that motor vehicle chauffeurs and their helpers, maintenance men, service men and firemen and stationary enginemen are considered as having a 54-hour work-week regardless of the nature of the establishment or undertaking of their employer.

No Regular Work-Week—The following establishments and undertakings are again deemed to have no regular work-week; open air sporting clubs; snow clearing undertakings; cemetery undertakings; diamond drilling operations; and fishing establishments on the Magdalen Islands where fish, mollusca, shellfishes and other sea foods are prepared; kept, smoked, converted or canned.

A number of employees are also considered to have no regular work-week even when employed in an establishment with a fixed work-week. They are: watchmen; employees supervising powerhouses, substations or transformers; employees of the building construction industry working in a place not included in a local municipality; longshoremen; persons working on ships or boats or at work conditioned by the tide; employees engaged in preparing fish on the shore, in snowhouses or in cold storage; temporary employees of canneries; operators of power shovels, bulldozers, snogos and similar vehicles; caretakers with lodgings furnished; and persons doing prospecting or drilling work on mining properties not yet in operation. All but the last group were included among the exemptions under the former order.

Minimum Rates and Overtime

As well as authorizing higher minimum rates for experienced employees (60 cents in Zone I, 55 in Zone II and 50 in Zone III), the new order raised the rate of inexperienced workers to 45 cents in Zone I, 40 cents in Zone II and 35 cents in Zone III. These rates are payable to apprentices and to persons doing unskilled work or work that does not require training whose output is less than that of a skilled worker, and to temporary employees of canneries

during the season June-October. Except in canneries, however, the number of inexperienced workers may not exceed 20 per cent of the total number of employees in the establishment.

Office boys and messengers must now be paid at least 40 cents an hour in Zone I, 35 cents in Zone II and 30 cents in Zone III. The same minima apply to pinboys and bootblacks.

Caretakers who are provided with free living quarters on the premises are now entitled to a weekly minimum wage of \$30 in Zone I, of \$25 in Zone II and of \$20 in Zone III. Minimum rates are no longer specifically set for watchmen, motor vehicle chauffeurs or temporary employees of canneries.

The three-hour minimum is no longer restricted to employees working in establishments with a fixed work-week, the order providing that every employee governed by the order called to work less than the regular working day is entitled to be paid for three hours at his minimum wage rate, unless he has refused to do the work required of him.

The overtime provisions are unchanged, the order providing that where an employee is paid by the hour and not governed by a collective agreement he must be paid for overtime at time and one-half his regular rate. Any provision in an individual labour contract or agreement for a lower overtime rate is forbidden.

For employees not in the above category, the overtime payment must be at least time and one-half the minimum rate. As formerly, employees paid on a fixed monthly or yearly basis and receiving at least \$50 a week in Zone I and \$45 in Zones II and III, whether or not they work a full week, are not entitled to overtime rates.

To avoid conflict over rates or work-weeks, the order again sets out some rules of interpretation, one of which provides that an employee working in a department of a different nature from that of the main establishment will be subject to the wage rates and work-week prescribed for establishments where the principal business is similar to that carried on by the department in which the employee is employed.

Another states that whenever an employee works at different occupations or in different zones in the course of a pay period, his wage rates are to be adjusted accordingly. It also provides that if it is impossible to establish the amount of time spent in each zone, the employee is entitled to receive the minimum wage fixed for the zone in which the establishment to which he is responsible is located. In the case of

an employee of a transportation undertaking working in several places, a new provision states that the applicable minimum rate is the rate fixed for the zone where his employer's establishment is situated, as shown in the permit issued by the Transportation Board.

When calculating overtime for an employee with varying wage rates, the overtime rate is to be established with reference to the occupation at which he worked longest, unless particulars are not available, in which case the overtime rate is to be fixed with respect to the occupation at which the employee normally works. This rule also applies to employees paid on an hourly wage basis and not governed by a collective agreement (employees whose overtime rate is one and one-half the regular rate).

General Provisions

The general rules respecting weekly rest, annual holidays with pay, deductions for board and lodging, payment of wages, records and notices are substantially the same as formerly.

The application of the weekly rest provision is no longer limited to establishments with a fixed work-week. All employees covered by the order must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each.

The provision of Order 3 which requires employees to be given a week's holidays with pay after a year's continuous service apply to all persons covered by the order.

As formerly, deductions from the minimum wage are prohibited except when imposed by an Act or a court order. Tips are the exclusive property of the worker and the employer is not allowed to retain them or to consider them as part of the wages to be paid, even with the employee's consent.

With regard to payment of wages, the order again provides that whenever an employee is paid in cash, the money must be placed in a sealed envelope together with a statement showing name of worker, pay period, total number of hours of work and of overtime shown separately, wages earned and wage rate, deductions and take-home pay. As formerly, it is not obligatory for employers to record the number of regular and overtime hours of an employee paid on a fixed weekly, monthly or yearly wage basis who receives a weekly wage of at least \$50 in Zone I and at least \$45 in Zones II and III.

Except that they must now be retained for six years instead of five, there has been no change with respect to records. Employers are again required to keep records

showing for each employee: name and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay and particulars regarding annual holidays with pay. Reports giving these particulars must also be sent to the Commission upon request.

The employer is also required to post in a conspicuous place all orders and notices furnished by the Commission.

Changes Effected by the Revision

As noted, the changes under Order 4 are not confined to minimum wage rates, some employees benefitting by the re-zoning, other being affected by the changes in the work-week and in the special provisions.

The most significant changes, however, relate to wages. The new minima for experienced workers—60 cents in Zone I, 55 cents in Zone II and 50 cents in Zone III—are 9 cents higher than formerly. The minimum wages for inexperienced workers were increased by 6 cents in Zone I and by 4 cents in Zones II and III. Ten-cent increases were authorized for office boys, messengers, pinboys and bootblacks in Zones I and II and 8-cent increases for those in Zone III, bringing the minimum rates up to 40, 35 and 30 cents, respectively.

The re-zoning resulted in a higher minimum rate for a large number of workers in such towns as Asbestos, Buckingham, Coaticook, Kénogami, Lachute, Matane, Megantic, Pointe Claire, St. Joseph d'Alma, and St. Joseph (Drummond). These towns with populations ranging from 6,000 to 10,000 were formerly in Zone III but are now included in Zone II, with the result that employees in these centres are now entitled to 5 cents more an hour than they would have been if zone boundaries had not been changed. The same is true of employees in other places affected by the re-zoning.

Special rates are no longer set for watchmen or for motor vehicle chauffeurs, which means that these employees are now eligible for the same minimum rates as other workers.

The work-week, that is, the number of hours in a week after which an overtime rate must be paid, was changed in a number of cases. In transportation undertakings, in dairies, creameries and cheese and butter factories, the work-week has been reduced from 60 to 54 hours.

Several groups of employees, motor vehicle chauffeurs and their helpers, maintenance men and servicemen, whose work-week was 60 hours whatever the nature of

the establishment, are now on a 54-hour work-week. A 54-hour work-week is now prescribed for firemen and stationary engine-men as well.

Some employees who were on a 60-hour work-week even though employed by an establishment with a 48-hour week are now included with the group with no fixed work-week. These are: employees supervising powerhouses, substations and trans-formers; watchmen, and employees of the building construction industry working in a place not included in a local municipality. This means that these employees will no longer be entitled to overtime.

Another change is that, except for including employees working at prospecting and drilling mining properties not yet in operation in the list of establishments without a regular work-week, the new order makes no special mention of mining undertakings, with the result that other mine employees would be in the 48-hour work-week group. The former order provided that 54 hours constituted the regular work-week of employees of mining undertakings working at the surface and 56 hours the work-week of employees doing continuous work.

Open air sporting clubs, snow clearing undertakings, diamond-drilling operations, cemetery undertakings and fishing estab-lishments on the Magdalen Islands are again considered to have no regular work-week but employees in these establishments and undertakings are now entitled to the three-hour minimum and weekly rest.

Order No. 39, 1957

The revision of Order 39, the special order governing forest operations, is the first since 1942 (L.G. 1943, p. 268). Some amendments were made in the interim, however, general increases having been approved in 1948, 1950 and 1951 (L.G. 1948, p. 186; 1951, pp. 247, 1703). The new rates are about 15 per cent higher than those approved in 1951.

Order No. 39, 1957, the new order, has the same coverage as the order it supersedes. It covers all work in forests, including transporting timber and reforestation, but does not apply to the handling of wood in mill storage ponds located within two miles of the mill or loading place or to work in forest colonies or in township forest reserves.

As formerly, employees are divided into six categories. These are: Category I: cooks, teamsters, tradesmen and others whose services are needed for any forest operation regardless of the use to which the wood may be put; Category II: em-ployees engaged in pulpwood operations;

Category III: employees engaged in cutting firewood and charcoal wood; Category IV: employees engaged in cutting sawlogs and other kinds of wood; Category V: persons employed at driving operations; Category VI: apprentices and incapacitated persons. Contractors and sub-contractors who employ other workmen are not deemed to be em-ployees for the purposes of this order.

Like the former order, the new order sets both daily and piecework rates. Except in the case of damkeepers and persons listed in Category I, the daily rates apply to a 60-hour week and overtime must be paid for proportionally. However, if an employee works less than the regular num-ber of hours, he is still entitled to his regular wage provided he has not wilfully wasted his time during daylight. The rates fixed for piecework or job work, other than those set for firewood, apply to the quan-tity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

The rates for employees in Category I are all daily rates and are, on the average, about 15 per cent higher than formerly. For cooks, the new rates range from a minimum of \$5.50 a day in camps of nine or fewer persons to \$7.50 in a camp of 50 or more. Kitchen and camp help must now receive at least \$4.20 a day, an increase of 60 cents over the previous rate. The daily minimum of a stableman has been increased from \$4.90 to \$5.70. A teamster must be paid at least \$6.60 a day with an additional \$2 if he uses his own team and an additional \$1 for a single horse. Teamsters are not entitled to overtime pay for time spent in repairing harnesses and caring for horses but, as in the past, shoeing and feeding of horses are a charge on the employer. The rate for carpenters, blacksmiths, sawfilers, shot-firers, mechanics, truck and tractor drivers, enginemen and motor-men is now \$7 a day.

In pulpwood operations, employees en-gaged in roadmaking, construction of camps or improvement work are now entitled to a wage of \$6 a day, 80 cents more than previously. Workmen engaged in felling trees or in making, handling or transporting logs, and all other employees except those listed in Category I must now be paid a minimum of \$6.50 a day, which is \$1 more than the former rate. For pieceworkers whose work is the felling and making and piling of wood and the construction of small hauling roads, the rate varies from \$5.40 per 100 solid cubic feet for lengths of from 4' to 6' to \$2.45 for 16-foot lengths. For wood measured by the cord the rate is now \$4.60, instead of \$4. For aspen and

poplar wood, rates approximately 25 per cent lower are set. When peeling is included in the making of the wood, an additional \$2.30 per cord must be paid or \$2.65 per 100 solid cubic feet and for aspen and poplar \$1.80 per cord or \$2.05 per 100 s.c.f.

For cutting firewood and charcoal wood the new rate for employees engaged on a fixed wage basis is \$5.20 a day, which represents an increase of 70 cents over the previous rate. For pieceworkers engaged in cutting and piling firewood, the rate per cord for wood 4 feet in length is now \$4.60—60 cents more than formerly. Other piece-work rates were increased by about 15 per cent. The minimum per 32 square feet (4' x 8') of piling surface is \$3.75 for logs 3 feet long; \$2.75 for logs 2 feet long; \$2.15 for logs 1½ feet long, and \$1.70 for logs 15 inches long.

For cutting sawlogs and other kinds of wood, employees on a fixed wage basis are now entitled to \$5.50 a day, instead of \$4.70 as formerly. For pieceworkers in this category, the rates vary from \$7.45 to \$4.95 per 1,000 board feet, depending on the length of the logs. Formerly, the range for this work was from \$6.50 to \$4.30. The rate for cutting wood measured by the cord was increased from \$4 to \$4.60. The rate for cutting wood measured in solid cubic feet was raised from \$4.70 to \$5.40 per 100 s.c.f. An additional \$5.70 per 1,000 board feet, \$2.30 per cord and \$2.65 per 100 s.c.f. must be paid when peeling is included in the making of the wood. In operations of this kind, as in pulpwood operations, employees who do not do the work usually assigned to other workers in these categories may be paid at a lower rate provided the rate is stipulated in the engagement contract and is not less than \$5.20 a day. Previously, the minimum wage payable in these exceptional cases was \$4.50 a day.

Drivers are now entitled to \$8 a day, which is \$1 more than formerly. The rate for sorters was increased from \$5.50 to \$6.40 a day; the rate for dam guardians from \$4.70 to \$5.40. All other employees in this category must receive at least \$6.40 a day.

Apprentices and incapacitated workers, that is, employees whose productivity is less than normal because of age or infirmities, must now be paid \$5.20 a day. Cooks, persons employed in firewood operations, and drivers may not be included in this category, however. As formerly, a quota is imposed on this class of employees, the order providing that the number of apprentices and incapacitated persons may not exceed 20 per cent of the total number of employees in the camp.

As previously, the order attempts to discourage labour turnover by imposing penal-

ties on employees who, for no valid reason, voluntarily quit their jobs within 15 days of being hired. If these conditions are written into a hiring contract such employees may be paid at the rate of \$5.20 a day and will not be entitled to the prescribed transportation expenses nor to board and lodging expenses en route.

There are no changes with respect to deductions. The maximum deduction for board and lodging continues to be \$1.50 a day and, as formerly, employers are forbidden to charge for the use of blankets. The fee for laundering two shirts, two pairs of hose, one underwear and one towel is still 40 cents; other articles may be laundered at cost, provided a price list is posted in the employees' living quarters.

All workers other than pieceworkers or jobworkers must be furnished with tools at the employer's expense but deductions for tools lost or not returned are again permitted, provided these are listed on the employee's pay statement.

The following other deductions are authorized: deductions imposed by a legislative enactment or by a court order; advances made to workers; and the price of goods sold provided a price list is posted in a conspicuous place in the camp building.

A written contract of employment is required and the employer must give the worker a copy of the contract.

Unless specifically exempted by the Commission, the employer is again required to furnish every employee who leaves his employment with a signed pay statement in the form prescribed by the regulations, showing gross earnings, wage scale, the nature and amount of deductions, the number of days worked and days present in the camp. He must also forward a copy to the Commission together with a copy of the employee's engagement contract.

In addition to his other duties, the employer is again held responsible for seeing that there is no "bunching", that is, transportation of logs in the arms or on the back of a man.

Order No. 40

Order No. 40, 1957, the new special order, fixes minimum wage rates and regular work-weeks for employees in hotels, restaurants, hospitals and real estate undertakings. All of these employees were previously governed by other orders. As indicated above, employees in hotels, restaurants, and real estate undertakings were formerly included in the general order; hotel workers were covered by Order No. 11, 1944, a special order governing charitable institutions, hospitals and homes, which has now lapsed.

Order 40 has the same arrangement as the new general order described above. The application and exemptions are set out in Part I, the general rules in Part 2, the minimum wage rates and special benefits in Part 3, and the final provisions in Part 4.

The wage provisions are much less complex than those formerly set out for these employees in the two other orders, Order 40 providing for only 10 categories of workers. In contrast to this, Order 11, the former order for hospital workers, set out 14 categories, each one with sub-divisions. It also set lower rates for some female employees and, in addition, distinguished between regular and temporary employees, providing weekly rates for the former and hourly rates for the latter.

The new order does not distinguish between male and female employees nor does it differentiate between full-time and part-time employees, the new rates applying to all employees irrespective of sex or length of the work-week.

The coverage of the new order extends to all the establishments and undertakings listed in Part IV of the former general order as well as to hospitals and other institutions under the Quebec Public Charities Act, including institutions administered by a religious organization. This means that all hotels, roadhouses, inns, boarding houses, staff houses, motels, lodging houses with at least five bedrooms to let, restaurants, lunch-counters, cabarets, bars, cafés, clubs, caterers, taverns, apartment houses, office buildings, and real estate undertakings are covered, as well as other undertakings of a similar nature.

The exemptions are the same as those listed above under Order 4, except for the additional exemption of employees of lodging houses with fewer than five bedrooms to let; physicians, surgeons, dentists and pharmacists; male and female student-nurses and members of a religious community, all of whom were excluded under Order 11, 1944.

Zones

For purposes of the order, the province has been divided into the same three zones described above with respect to Order 4, 1957. This represents a greater change for hospital workers than for the other employees governed by the order, Order 11 having provided for four zones. Some employees in hotels, restaurants, and real estate undertakings will also be affected, however, as the zone boundaries are not the same as under the former general order.

Hours

As under Order 4, "hours of work" means not only the time an employee is effec-

tively working but also time when an employee is at his employer's disposal as well as time spent waiting in response to a call. It does not include meal periods or time when it is understood that an employee's services are not required.

"Regular work-week" also has the same meaning as under the general order, being defined as "the number of hours of work in one week beyond which any time worked must be paid for at an increased rate".

The new order prescribes a 60-hour week for all workers in hotels, restaurants, hospitals and real estate undertakings, except employees in boarding houses, lodging houses, and staff houses, caretakers with lodgings furnished, open air sporting club employees, watchmen and janitors, who are deemed to have no regular work-week.

The former order for hospital workers set a 54-hour week for all employees except watchmen, gardeners, stationary enginemen, firemen, vehicle drivers and their helpers and first-class chief enginemen, prescribing a 60-hour work-week for all but the enginemen, who were deemed to have no regular work-week. The only workers previously covered by Order 4, 1953, who may be affected are watchmen, the order having set a 60-hour week for these employees.

Minimum Wage Rates and Overtime

With regard to wages, Order 40 provides that whatever the basis of employment (by the time, on piece-work or otherwise) and the place of work, every employee governed by the order is entitled to the prescribed minimum wage. The following rates are set.

	Zones		
	I	II	III
All employees except those hereinafter mentioned ...	55c	50c	45c
Bell boys	35c	30c	30c
Employees of lodging houses having at least 5 bedrooms to let	45c	40c	35c
Motor vehicle chauffeurs, watchmen, stationary en- ginemen and firemen	60c	55c	50c

In addition, some special wage provisions are set out for inexperienced hospital workers, office boys and messengers, caretakers with lodgings furnished and janitors. Inexperienced employees working in hospitals are entitled to receive at least 40 cents an hour in Zone I, 35 cents in Zone II and 30 cent in Zone III, the order providing that the term "inexperienced employees" means not only apprentices but also "employees not occupied at skilled labour or at labour requiring training and who, because of their restricted ability, cannot

furnish the output of a skilled worker". As is also the case in the general order, a quota is imposed, the number of inexperienced workers in any undertaking or establishment being limited to 20 per cent of the total number of employees.

Office boys and messengers are to receive the same minima as those under Order 4, namely, 40 cents in Zone 1, 35 cents in Zone II and 30 cents in Zone III. Pinboys and bootblacks are classed as messengers for the purpose of this order.

Caretakers who are provided with free living quarters on the premises must receive at least \$30 monthly in Zone I, \$25 in Zone II and \$20 in Zone III. There are the same as the rates set under the general order.

Monthly rates are also set for janitors charged with the supervision of a real estate undertaking whose duties include the leasing of apartments or space and the collecting of rents. If free heated quarters are provided on the premises, a janitor must be paid at least \$75 in Zones I and II and \$60 in Zone III. When unheated lodgings are provided, the rates are \$85 in Zones I and II and \$70 in Zone III. A janitor who is not provided with living quarters must be paid at least \$95 a month in Zones I and II and at least \$80 in Zone III. These rates are the same as those set in the general order of 1953.

Employees acting both as watchmen and janitors occupied only at odd jobs such as heating furnaces, collecting garbage, looking after tenants, etc., and who may be employed regularly by another employer must be paid the rates prescribed for other employees (55 cents in Zone I, 50 cents in Zone II and 45 cents in Zone III), with a minimum of three hours per day.

Order 40 also provides for the three-hour minimum, stating that every employee governed by the order who is called to work less than the regular working day is entitled to be paid for three hours at the minimum rate unless he has refused to do the work required of him. This provision is of particular interest to hospital workers, as Order 11 did not provide for a daily guarantee other than to state that a temporary employee was entitled to a wage equivalent to four hours of work each time he was called to work. Some employees previously covered by Order 4, 1953, namely, employees of real estate undertakings, will also be affected, as the former order did not extend the three-hour minimum to these employees.

The overtime rates are the same as those set out under the general order described above. These provisions represent no change for employees in hotels, restaurants and

real estate undertakings but have some significance for hospital workers. Under Order 11, regular employees were to be paid one and one-half their wage rate for hours worked in excess of 12 in the day or in excess of the regular work-week. Temporary employees were not eligible for overtime. The order also set special minimum overtime rates for stationary engineers and firemen.

The new minimum rates described above have greater significance for hospital workers than for employees in hotels, restaurants and real estate undertakings, the former order for hospitals, Order No. 11, 1944, having set out some 73 different minimum rates. Some hospital employees such as nurses, dietitians and chief accountants, etc., will not be greatly affected, as their prevailing wages are generally much higher than the prescribed minima. The order, however, will afford additional protection to such employees as seamstresses, laundry workers and gardeners, whose former minima, based on a 54-hour week, were less than \$19. At the new hourly rates these employees are now entitled to receive at least \$29.70 in Zone I, \$27 in Zone II and \$24.30 in Zone III, if they work 54 hours in a week. Male kitchen help and other unclassified male workers whose minimum wages were \$14, \$13, \$12 and \$11.50 depending on the zone are now also entitled to the substantially higher minimum rates. Female employees in these categories, for whom lower rates were formerly set, are now entitled to the same minimum wages as male workers.

The new minima also affect employees in hotels, restaurants and real estate undertakings, although to a lesser degree. The general minimum rates (55 cents in Zone I, 50 cents in Zone II and 45 cents in Zone III) are four cents higher than the rates previously set for the majority of employees in these establishments, including waiters, waitresses, valets, chambermaids and elevator operators. In the case of employees in certain towns that were formerly in Zone III but are now in Zone II (towns with populations of from 6,000 to 10,000), the minimum rates were increased by an additional 5 cents. The same is true of employees in other areas affected by the re-zoning.

Special Benefits

With respect to uniforms, the order provides that if special uniforms are required they must be provided at the employer's expense. Some graduate nurses will benefit by this provision, as the former order required the employer to be responsible only for the upkeep of uniforms of graduate nurses who were regularly employed.

The provision requiring employees to be given the holidays with pay and benefits granted by Order No. 3, 1957, represents no change for the majority of employees covered by the order. The provision in the former order requiring nurses and stationary enginemen working as first-class chief enginemen to be granted a paid holiday of two weeks does not appear in the new order.

Except that it does not apply to caretakers with lodgings furnished or to employees of real estate undertakings, the rule respecting weekly rest is the same as in Order 4, the order providing that every employee must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each. Unlike Order 11, which provided that in exceptional cases an employee who was willing to forego his weekly rest could do so, provided he was paid time and one-half his regular wages, and also stated that stationary enginemen and firemen were entitled to a day of rest each week, the new order makes no provision for exceptions to or variations of this rule.

General Provisions

The general provisions respecting payment of wages, pay statements, records, written reports and posting of orders are the same as those described above with respect to Order 4, and will not represent any change for employees in hotels, restaurants and real estate undertakings but are of interest to hospital employees, as these requirements were not set out in the former order for hospital workers.

As under the general order, deductions from the minimum wage are forbidden unless imposed by an act or court order. In addition, Order 40 provides that an

employer who furnishes an employee with lodgings, board or meals cannot "deduct the cost of these accommodations from the employee's minimum wage nor may he compensate the cost thereof with the wages of his employee". However, in exceptional cases, in order to facilitate bookkeeping, the employer may deduct the cost of lodgings, board or meals from the employee's minimum wages provided (1) the prices of these services have been fixed in the engagement contract signed by the employee (2) the deductions from the wages relate to services rendered during a pay period (3) the pay statement shows the prices as well as the number of meals. The former order for hospital workers had no general provision respecting deductions but set out the maximum amounts that could be charged for meals and lodgings.

With regard to tips, the order provides that they are the exclusive property of the employee and the employer is not allowed to retain them or to consider them part of the wages to be paid, even with the employee's consent. This provision represents no change for employees in hotels, restaurants and real estate undertakings but may be of interest to some hospital workers, as the former order laid down no rules respecting tips.

Orders Repealed

As a further step in the programme to simplify and consolidate minimum wage orders, three special orders have been repealed, namely, Orders 26A and 29 dealing with taxicabs and automobiles for hire in Montreal, Quebec and Levis, and Order No. 42 covering stationary enginemen and firemen. Employees previously governed by these orders are now covered by Order No. 4, 1957.

Labour unions, in dealings with their employees, are employers within the meaning of the Taft-Hartley Law, according to a recent unanimous ruling of the United States Supreme Court. The Court also decided by a majority of five to four that the National Labor Relations Board is not free to use its discretion as to whether it should act on charges of unfair labour practices brought against a union as an employer, but that it must exercise jurisdiction in such cases.

The decision arose out of an action by the Office Employees International Union against the NLRB, which had refused to act on an unfair labour practices complaint lodged by the OEIU against the Teamsters union in Portland, Ore., on the ground that the Teamsters union was a "non-profit"

organization. It could assume jurisdiction over such organizations only in exceptional circumstances, the Board had decided.

Basis for the unfair labour practices charge was that the Teamsters had denied the right of its office employees to join the OEIU, insisting that they join the Teamsters.

The NLRB's refusal to act in the matter was described by the Supreme Court as "arbitrary" and "beyond its power". Even the four dissenting judges agreed that both the NLRB, and the U.S. Court of Appeals in the District of Columbia which had previously tried and dismissed the case, were wrong in regarding unions as "non-profit" organizations for jurisdictional purposes.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit during March slightly higher than in February and 13 per cent higher than in March 1956 but, statistics* show, claimants on "live" file at month-end slightly fewer

The number of initial and renewal claims for unemployment insurance benefit in March was slightly higher than that of February and about 13 per cent higher than in March 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 192,365 claims were received at local offices of the Unemployment Insurance Commission across Canada in March, compared with 190,714 in February and 170,687 in March 1956.

The number of claimants having an unemployment register in the "live file" on March 29 was 558,811 (457,781 males and 101,030 females), a slight decline from the figure of 572,387 (467,532 males and 104,855 females) for February 28; on March 29, 1956, this count was 511,073 (415,144 males and 95,929 females).

Adjudications on initial and renewal claims numbered 192,087 during March, of which 127,643 or about 65 per cent were in the category "entitled to benefit". Of the 61,312 initial claims classed as "not entitled to benefit", 52,427 or 85 per cent were on behalf of claimants failing the minimum contribution requirements; the remaining 15 per cent established a benefit period but had a disqualification imposed. Total disqualifications, i.e., those arising from initial, renewal, revised and seasonal benefit claims, amounted to 23,806, the chief reasons being: "voluntarily left employment without just cause" 7,957 cases; "not capable of and not available for work" 5,443 cases and "refused offer of work and neglected opportunity to work" 2,671 cases.

New beneficiaries in receipt of either regular or seasonal benefit during March numbered 168,726 compared with 210,270 during February, and 154,458 during March 1956.

*See Tables E-1 to E-4 at back of book.

Benefit payments (regular and seasonal) during March amounted to \$44,125,523 in respect of 2,093,065 compensated weeks, as against \$38,603,408 and 1,831,424 weeks in February, and \$38,167,352 and 2,008,060 weeks in March 1956.

Complete weeks totalled 1,979,746, comprising 95 per cent of the total weeks compensated, while the proportion of partial weeks due to excess earnings was 70 per cent.

The average weekly benefit rate was \$21.08 in March and February and \$19.01 in March 1956.

The estimated average weekly number of beneficiaries for regular and seasonal benefit was 498,300 in March, 457,800 in February and 451,500 in March 1956.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 5,019,931 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At March 31 employers registered numbered 290,832, an increase of 809 during the month.

Enforcement Statistics

During March, 4,370 investigations were conducted by district investigators across Canada. Of these, 3,270 were spot checks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

of postal and counter claims to verify the fulfilment of statutory conditions, and 70 were miscellaneous investigations. The remaining 1,030 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 52 cases, 9 against employers and 43 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 458.*

Unemployment Insurance Fund

Revenue received in March totalled \$20,735,498.00 compared with \$20,099,433.52 in February and \$18,932,239.72 in March 1956. Benefit payments in March amounted to \$44,103,220.14 compared with \$38,586,547.49 in February and \$38,151,462.93 in March 1956. The balance in the fund on March 31 was \$874,574,651.66; on February 28 there was a balance of \$897,942,373.80 and on March 31, 1956, of \$854,198,518.59.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1358, March 28, 1957

(Translation)

Summary of the Facts: The claimant, 23 years of age, who was married on June 16, 1956, resides at Ste-Marie-Salome, Que. She worked as a tobacco stripper for the Imperial Tobacco Co. at Joliette, Que., from 1954 to August 2, 1956, when she voluntarily left her employment because there were no means of transportation between Ste-Marie-Salome and Joliette. It seems that she had to start to work at 7:00 a.m. and the Ste-Marie bus arrived at Joliette at 7:50 a.m.; until then she had travelled in a co-worker's automobile, but he had since moved from Ste-Marie-Salome. On August 10, she filed a claim for benefit.

On August 27 the insurance officer disqualified the claimant from receipt of benefit, under section 54 (2) (a) of the Act, for an indefinite period from August 5, and also from August 5, 1956, to June 14, 1958, under section 161 of the Unemployment Insurance Regulations.

The claimant appealed to a board of referees, before which she appeared in Joliette on October 16, 1956. On the evidence that she was willing to accept work anywhere and could easily get to St. Jacques, l'Assomption, St. Paul-l'Ermite, and even Joliette, for 8:00 a.m., the board of referees unanimously concluded that she was available for work within the meaning of the Act. With respect to her voluntary separation from employment, as regards the application of regulation 161, the board decided that the physical impossibility to be at work for 7:00 a.m., constituted a good

cause solely and directly connected with her employment, within the meaning of paragraph (3) (a) (iii) of this regulation.

The Director of Unemployment Insurance appealed to the Umpire, contending that the lack of a means of transportation did not constitute "good cause" for leaving a situation, as required by regulation 161 (3) (a) (iii), and that availability, within the meaning of the Act, is non-existent if transportation to those places where there are employment opportunities is impossible.

Conclusions: It was laid down in decision CUB-1045 that transportation difficulties to and from a place of work, due to altered personal circumstances, can hardly be held to be a good cause for voluntary leaving, solely and directly connected with employment, within the meaning of paragraph (3) (a) (iii) of section 161.

There is no doubt, however, that in the present case the predicament of the claimant with respect to transportation to Joliette was attributable to a change in her domestic circumstances and not in the inherent conditions of her contract of service; she therefore had no cause for voluntary leaving, solely and directly connected with her employment. Therefore, the insurance officer rightly disqualified her from receipt of benefit in accordance with regulation 161.

In the present case, the question of availability for work has no practical bearing. In my opinion, however, the disqualification imposed on these grounds was premature.

From the facts as established before the board of referees, apparently the bus service enabled the claimant to arrive at those places where employment was likely to be

*These do not necessarily relate to the investigations conducted during this period.

found in that district by 8:00 a.m., which is the normal starting time of a day's work. Moreover, it appears that she would have accepted employment under such conditions.

For these reasons the appeal of the Director of Unemployment Insurance from the decision of the board of referees on the application of regulation 161 (3) (a) (iii) is upheld and the disqualification imposed by the insurance officer under the said regulation is reinstated from the date on which this decision shall be communicated to the claimant.

Decision CUB-1360, March 28, 1957

Summary of the Facts: The claimant, married, 52 years of age, worked as a labourer for the Keremeos Growers Co-op Association, Keremeos, B.C., from October 26, 1955, to November 3, 1955, when he was laid off because of a shortage of work. Subsequently he filed an initial application for benefit, which was allowed, effective November 6, 1955, and he remained on benefit until January 14, 1956, when payment was discontinued as he had left Canada. Previously to the aforementioned employment, he worked for the Kelowna Mines Limited at Hedley, B.C., as a solution man from June 1, 1954, to October 15, 1955, when the mines closed down. On May 9, 1956, he filed a renewal application for benefit which was allowed, effective May 6, 1956.

On July 19, 1956, an investigator of the Unemployment Insurance Commission called on the claimant at Keremeos to ascertain his connection with a tourist camp which was being operated there. In a signed statement the claimant explained that in 1948 he and his wife purchased, for approximately \$17,000, the Kozy Kabins Auto Court at Keremeos, which they had operated ever since; that the property was registered in their joint names; that the camp, which consisted of seven cabins, apart from their own quarters and an office, was open for business from May 1 to about November 1 each year; that his wife and two daughters, 16 and 10 years of age, attended to the cabins and did all the washing, etc.; that he did general maintenance work, such as cutting grass, decorating, repairs, etc., and also helped

in placing guests; that he was available for work at all times and that his wife could have easily operated the auto court, which she had done when he was employed at the mines from June 1, 1954 to October 15, 1955, and during the previous six years. He added that from May 1, 1956, to July 19, 1956, the rentals from the cabins amounted to \$552.

The insurance officer disqualified the claimant from receipt of benefit retroactively to May 1, 1956, because in his opinion he had not proved that he was unemployed (sections 54 (1) and 57 (1) of the Act and 158 (3) of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees on August 24, 1956, contending that during the seven years he was employed at the Kelowna Mines in Hedley, his wife and daughters operated the cabins, his only participation therein being during his off-shift hours, and that, if the mines had not closed, he would still be employed there.

The board of referees which heard the case in Penticton, B.C., on October 3, 1956, unanimously dismissed the appeal, being of the opinion that, from the date the claimant filed his renewal claim on May 9, 1956, he was engaged with his wife in the operation of the tourist camp. The board was of the opinion also that he should not have had, in view of the strong demand for labour during the past year, any difficulty in obtaining suitable employment if he had so desired.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

Conclusions: On the facts before me I agree with the unanimous decision of the board of referees that the claimant's activities in connection with the auto court disqualified him from the receipt of benefit for the period under consideration.

In reaching their conclusions, the members of the board, who no doubt are well acquainted with the local employment opportunities, observed that the claimant should have had no difficulty in finding employment, had he so desired. This seems to be further borne out by the claimant's apparent lack of personal effort in that respect.

The appeal is dismissed.

Payment of state unemployment compensation in conjunction with supplementary unemployment benefit has recently been approved by Utah and Oregon. This brings to 32 the number of states in which administrative opinions have been given which approve such concurrent payments.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 223 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 150 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (March Report)	129	\$ 346,905.00
Defence Production (April Report)	104	231,237.00
Post Office	14	67,664.80
R.C.M.P.	9	131,502.55

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$9,518.94 was collected from 15 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 269 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Deep River Ont: Brad Industries Ltd, supply & erection of prefabricated housing units & ground services.

Central Mortgage and Housing Corporation

Camp Gagetown N B: Eastern Landscaping Co, *landscaping buffer strip. *Montreal Que:* D'Errico Bros, *site improvement & planting at Benny Farm; Marcel Filiatral, *electrical work at Villeray Terrace. *Valcartier Que:* Connor Venetian Blinds Ltd, *supply & installation of venetian blinds for units; Union des Carrières & Pavages Ltée, construction of concrete sidewalks. *Hamilton Ont:* Electrical Maintenance Service, *electrical work on wartime houses, Projects 2, 8 & 14. *Niagara-on-the-Lake & Thorold Ont:* George Henry, *installation of eavestroughing, Veterans Projects. *St Thomas Ont:* Fellner Construction Ltd, construction of housing units. *St James Man:* Metropolitan Construction Co, construction of housing units. *Saskatoon Sask:* Boychuk Construction Co, construction of school extension. *Vancouver B C:* Kingsway Garden Shop, *ground maintenance of HECL A & B; R H Neven Co Ltd, exterior painting of houses, Fraserview Project.

Department of Citizenship and Immigration

Nipissing Indian Agency Ont: North Construction Co, construction of Dokis Indian day school & teacher's quarters. *Fisher River Indian Agency Man:* A J Smith & Son, construction of Fairford No 2 Indian day school. *Portage la Prairie Indian Agency Man:* V G Sigurdson & Son, construction of Birdtail Sioux Indian day school & teacher's quarters, Reserve No. 57; V G Sigurdson & Son, construction of Griswold Indian day school & teacher's quarters, Oak River Indian Reserve. *Battleford Indian Agency Sask:* Winslow Construction, construction of Saulteaux Indian day school & teacher's quarters. *Pelly Indian Agency Sask:* E S Michels Lumber Co, construction of Cote No 1 Indian day school & teacher's quarters. *Saskatchewan Regional Administration Sask:* Gall's Lumber Yard, construction of Maple Creek Indian day school & teacher's quarters. *Touchwood Indian Agency Sask:* Service Lumber Yard, construction of Nut Lake (North) Indian day school & teacher's quarters. *Athabaska Indian Agency Alta:* Gall's Lumber Yard, construction of Black Lake Indian day school & teacher's quarters. *Hobbsma Indian Agency Alta:* Wetaska Construction Co Ltd, construction of Montana Indian day school & teacher's quarters. *Saddle Lake Indian Agency Alta:* Genereaux Workshop, construction of Cold Lake Indian day school & teacher's quarters. *Lytton Indian Agency B C:* Interior Plumbing & Heating Ltd, installation of boiler plant equipment & piping renovations, St Georges IRS. *Skeena River Indian Agency B C:* Stange Construction Co Ltd, construction of Kincolith Indian day school & teacher's quarters; Stange Construction Co Ltd, construction of Lakalsap Indian day school & teacher's quarters. *Williams Lake Indian Agency B C:* Paul A Barber, construction of Canim Lake Indian day school & teacher's quarters, Canim Lake Indian Reserve No. 1.

Defence Construction (1951) Limited

Gander Nfld: Kenney Construction Co Ltd, construction of guard house, RCAF Station. *Camp Debert N S:* Rodney Contractors Ltd, improvements to water supply & distribution systems. *Halifax N S:* Standard Construction Co Ltd, construction of roads & walkways, Shannon Park. *Camp Gagetown N B:* Atlas Construction Co Ltd, construction of main entrance gate. *Bagotville Que:* North Shore Construction Co Ltd, construction of roads, parking areas, etc, RCAF Station. *St Johns Que:* Tellier & Groleau,

construction of barrack blocks, water & sewer services, RCAF Station. *Barriefield Ont*: M Sullivan & Sons Ltd, construction of training bldg & outside services & extension to underground distribution system, Vimy Barracks. *Trenton Ont*: Beaver Asphalt Paving Co Ltd, roadwork & drainage, etc, No 6 Repair Depot, & RCAF Station. *Uplands Ont*: Dibblee Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station. *Calgary Alta*: Lockerbie & Hole (Western) Ltd, extensions & additions to heating plant, heating installations, etc, RCAF Station, Lincoln Park. *Penhold Alta*: Asphalt Services Ltd, repairs to roads, parking areas, drainage & sidewalks, RCAF Station. *Esquimalt B C*: M P Paine Co, construction of PO bldg, Belmont Park; Lewis Construction, construction of security fence, Rocky Point. *Sea Island B C*: General Construction Co Ltd, construction of parade square, RCAF Station.

Building and Maintenance

Goose Bay Labrador: Terminal Construction Co Ltd, replacement of rubbing timbers on concrete dock, RCAF Station. *Debert N S*: Fosco Contracting Services Ltd, reroofing of hangar No 3, RCAF Station. *Halifax N S*: Nova Scotia Waterproofer Ltd, repairs to & painting of armouries. *Fredericton N B*: Diamond Construction (1955) Ltd, paving of parade square & seal coating of roads, Saint Anne's Point Barracks. *St Stephen N B*: Security Equipment Co Ltd, repairs, reroofing & painting of armouries. *Beauport Que*: Gaudiose Brosseau & Fils Ltd, installation of heating system in armouries. *Montmagney Que*: O Picard & Fils Inc, renewal of heating system in armouries. *St Johns Que*: Paul Boucher Lttee, construction of reinforced coal bunkers, RCAF Station. *Centralia Ont*: McNeilly-Bavington Ltd, exterior painting of PMQs, RCAF Station. *Camp Shilo Man*: Norlen Painting & Decorating, exterior painting of PMQs. *Regina Sask*: Westeel Products Ltd, reroofing of armouries. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of parking area for PMQs, Currie Barracks. *Medicine Hat Alta*: Johnson Construction Co Ltd, alterations to SALH officers' mess bldg.

Department of Defence Production

(March Report)

Bedford N S: S W Ferguson Ltd, application of mastic floor coating in bldgs, RCN Magazines. *Halifax N S*: McDonald Construction Co Ltd, construction of gas fumigation chamber, HMC Dockyard. *Sydney N S*: Canada Catering Co Ltd, catering at HMCS Acadia. *Coldbrook N B*: E S Stephenson & Co Ltd, supply & installation of exhaust system, RCEME workshop. *Lachine Que*: Foundation Co of Canada Ltd, erection of army huts, RCAF Station. *Cedar Springs Ont*: Totem Construction Co Ltd, renovations to latrine & kitchen, Rifle Range. *Dundas Ont*: Wm Groves Ltd, excavation & replacement of storm drain & manholes, armouries. *Hamilton Ont*: Frisina Construction Co Ltd, construction of guard house, HMCS Star. *North Bay Ont*: Marshall Bros Plumbing & Heating Ltd, alterations to ventilation system, RCAF Station. *Ottawa Ont*: J G Tompkins & Co, repairs to porches & sidewalks in MQs, HMCS Gloucester; Dibblee Construction Co Ltd, installation of drainage system, paving of roads & parking areas, Victoria Island. *Trenton Ont*: P M Davis, reroofing of hangar No 3, RCAF Station. *Churchill Man*: Carter Construction Co Ltd, supply & erection of prefabricated inflammable stores bldg, Naval Radio Station. *Winnipeg Man*: McIntyre Aluminum Products Ltd, installation of steel storm sash with fibre glass screen on bldgs, RCAF Station; West End Contractor & Cabinet Makers Ltd, construction of cold storage facilities for dry cell batteries, Fort Osborne Barracks. *Lloydminster Sask*: Lloyd Construction Co Ltd, alterations & renovations to interior of armouries. *Regina Sask*: Waterman-Waterbury Mfg Co Ltd, installation of water mains, HMCS Queen. *Penhold Alta*: D J & J C McKay, interior painting of barrack block No 11, RCAF Station. *Sea Island B C*: Miller Cartage & Contracting Ltd, construction of sports field, RCAF Station. *Tofino B C*: Tom Gibson, reroofing of bldgs, RCAF Station.

National Harbours Board

Saint John N B: J G Fitzpatrick Ltd, construction of extension to transit shed, Pier No 1. *Montreal Que*: Raymond Concrete Pile Co Ltd, construction of pile foundations, Elevator B-1; Simon Handling Engineers Ltd, erection of pneumatic clean-up equipment for marine towers, Elevator No 1; Hewitt Equipment Ltd, conversion of locomotive cranes Nos 9 & 13 from steam to diesel. *Churchill Man*: Carter Construction Co Ltd, alterations to wharf. *Vancouver B C*: Provincial Engineering Ltd, supply & installation of cargo crane, Ballantyne Pier.

Department of Public Works

Holyrood Nfld: Avalon Dredging Ltd, *dredging. *La Scie Nfld:* Newfoundland Engineering & Construction Co Ltd, harbour development. *Old Perlican Nfld:* Saunders, Hower & Co Ltd, construction of federal bldg. *Port aux Basques Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Red Island Nfld:* Avalon Dredging Ltd, *dredging. *St Alban's Nfld:* Gulf Maritime Construction Ltd, reconstruction of wharf & shed. *St Anthony Nfld:* Saunders, Howell & Co Ltd, construction of federal bldg. *Stephenville Crossing Nfld:* Saunders, Howell & Co Ltd, construction of federal bldg. *Whitbourne Nfld:* Mark Gosse & Sons Ltd, construction of federal bldg. *Borden P E I:* J W & J Anderson Ltd, construction of wharf. *French River South P E I:* Ralph Ford, construction of landing facilities & retaining wall. *Howard's Cove P E I:* Maritime Dredging Ltd, *dredging. *Tignish P E I:* J W & J Anderson Ltd, breakwater repairs. *Arisaig N S:* F W Digdon & Sons, *dredging. *Bailey's Brook N S:* Stanley Mason, *dredging. *Bay St Lawrence N S:* Hariss & Hariss, *dredging. *Chapel Cove N S:* Welton Construction Ltd, breakwater & wharf repairs. *Cheticamp N S:* Macdonald & MacIsaac, construction of federal bldg. *Halifax N S:* Purdy Bros Ltd, *repairs to tug *Pugwash*. *Meteghan N S:* Benoit Comeau & Medard Comeau, breakwater repairs. *Milton N S:* Howard A Keddy, construction of post office. *Pictou N S:* Ferguson Industries Ltd, *construction of diesel powered tugboat for Dredge PWD 128. *West Baccaro N S:* Mosher & Rawding Ltd, breakwater repairs. *Wine Harbour N S:* Maritime Dredging Ltd, *dredging. *Campbellton N B:* Ralph Sharp, wharf repairs. *Cocagne N B:* J W & J Anderson Ltd, wharf extension. *Escuminac N B:* Roger LeBlanc, *dredging. *Point Sapin N B:* Roger LeBlanc, *dredging. *Richibucto N B:* Diamond Construction Co Ltd, *dredging. *Saint John N B:* The Standard Dredging Co Ltd, *dredging; L G & M H Smith Ltd, repairs to training wall, HMCS *Brunswicker*. *Shippigan Gully West N B:* Comeau & Savoie Construction Ltd, extension to groyne. *Woodward's Cove N B:* Clare Construction Co Ltd, breakwater repairs. *La Tabatière Que:* La Construction du Nord Enr, wharf extension. *Quebec Que:* C Jobin Ltd, construction of customs examining warehouse. *Rimouski Que:* United Dredging Ltd, *dredging; Allmo Paving Ltd, wharf repairs & improvements. *Ancaster Ont:* Frisina Construction Co Ltd, construction of post office. *Blind River Ont:* L R Brown & Co Ltd, wharf reconstruction. *Brockville Ont:* Intrusion-Prepakt Ltd, breakwater reconstruction, Blockhouse Island. *Bronte Ont:* Cummins Construction Co, *dredging. *Fort William Ont:* The J P Porter Co Ltd, *dredging in entrance channel, Kaministikwia River; McNamara Construction Co Ltd, *dredging in Kaministikwia River (Plan A-994); McNamara Construction Co Ltd, *dredging in Kaministikwia River (Plan A-995); The J P Porter Co Ltd, *dredging in Kaministikwia River (Plan A-996). *Jamestown Ont:* J G K Kennedy Construction Co Ltd, construction of federal bldg. *Ottawa Ont:* Roy Soderline & Co Ltd, ventilation changes in cage washing rooms of Virus Laboratory, Tunney's Pasture; Sirotek Construction Ltd, installation of elevator, Dominion Observatory, Central Experimental Farm. *Port Arthur Ont:* McNamara Construction Co Ltd, *dredging. *Sarnia Ont:* Dean Construction Co Ltd, harbour repairs & improvements. *Assiniboia Sask:* MacWilliam Construction Co Ltd, construction of federal bldg. *Davidson Sask:* C M Miners Construction Co Ltd, construction of federal bldg. *Swift Current Sask:* MacWilliam Construction Co Ltd, construction of federal bldg. *Edmonton Alta:* Cummings Welding Shop, *construction of steel hopper scow for Dredge PWD 251; Cummings Welding Shop, *construction of diesel engine dredge for Dredge PWD 250. *Olds Alta:* Greene Construction Co, construction of federal bldg. *Peace River Alta:* Walters Construction Ltd, addition & alterations to federal bldg. *Fraser River B C:* Fraser River Dredging Co Ltd, *dredging. *Bella Coola B C:* E O Johnson, harbour improvements. *Victoria B C:* Parfitt Construction Co Ltd, construction of motor vehicle ramp at federal bldg. *Aklavik N W T:* Poole Construction Co Ltd, construction of east & west blocks & school. *Whitehorse Y T:* Quadra Construction Co Ltd & V B Humphrey Construction Ltd, construction of seaplane landing.

The St. Lawrence Seaway Authority

Lachine Section Que: G M Gest Ltd, supply & installation of electrical system, Cote Ste Catherine Lock; S D Miller & Sons, construction of regulating works & roadway underpass, St Lambert Lock.

Department of Transport

Sioux Lookout Ont: P G Wallin, construction of pumphouse, reservoir & related work; Towland Construction Ltd, additional development at airport. *Uplands Ont:* B Perini & Sons (Canada) Ltd, construction of air terminal bldg. *Brandon Man:* Nelson

River Construction Ltd, additional development at airport. *Gimli Man*: Nelson River Construction Ltd, reconstruction of hanger aprons. *Winnipeg Man*: Henry Schultz Construction Ltd, construction of radio beacon bldg & related work at airport.

Wastage of Women Scientists

(Continued from page 701)

and "adequate guidance should be provided equally for those who leave school at sixteen and for those who stay on to do advanced work".

Career advisers should be given more adequate preparation for their counselling responsibilities. Too many, especially of the women counsellors, have little or no knowledge of the requirements of industrial employment, Mr. Brown thinks.

The urgent need of better science teaching is underlined. "If science is to be made attractive to girls, and to boys for that matter, it must be taught with an emphasis on something more than mere facts."

Last, but by no means least, among the factors in this waste are attitudes of girls themselves that are largely due to lack of preparation for university life. "Finding a boy friend becomes more important to them than getting a degree and in the

freedom of the mixed undergraduate society in which they find themselves there is plenty of opportunity for social activity and there are many excuses for neglecting studies. Furthermore, many girls come up to the university knowing little of what is expected of them, either socially or academically."

In conclusion the writer emphasizes the duty of the individual "to become educated in a way which will contribute to the growth of the economy". He urges that the aims to be set before the women of the future should be to achieve success in both marriage and in a career. In the last analysis, however, special responsibility rests upon the employers, for "it is they alone who can assure women scientists that a reconsideration of their aims is worthwhile because they are not only needed but wanted in industry."

Railway Board of Adjustment

(Continued from page 715)

cooling compound to the journal box. The Brotherhood, as a result, felt the brakeman could not be held responsible for the breakage.

The Board sustained the contention of the Brotherhood.

Case No. 681—*Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning the claim of two brakemen who asserted that work was given to other employees which should have gone to them.*

When a crew for an extra train was lacking a trainman, the company called on an employee who was certified in the rules but not on the seniority list, stating that the only other men available were regularly assigned men who could not have taken the run and still remain available for their regular assignment.

Two of the regularly assigned brakemen, who had been off duty for the eight hours required by the railway's rest law, held that they were entitled to the work and, when not called, entered a claim for a runaround.

In its contention, the company quoted an article of the yard agreement that provided that men on regular assignment will retain the assignment for the duration of the time table on which the assignment was bulletined.

In a general statement on the case, the Board deplored the practice apparently in effect on the Algoma Central and Hudson Bay Railway of using men in categories of service where they are not entitled to work.

Furthermore, the Board supported the view that an assigned trainman or yardman cannot be compelled to accept service other than that to which assigned, but the company should do everything possible to confine road train service to men on that list. "On these principles, assigned men not being obliged to accept service other than that to which assigned, they cannot claim penalties when not called for service to which they are not assigned," the Board declared.

The contention of the employees was not sustained.

WAGES, HOURS, WORKING CONDITIONS

Working Conditions, Primary Iron and Steel Industry, April 1, 1956

About 94 per cent of non-office employees in the industry on 40-hour five-day week, 97 per cent get eight or more paid statutory holidays, almost 90 per cent eligible for two weeks' vacation after three years

About 94 per cent of the non-office employees in the primary iron and steel industry were in plants reporting, as of April 1, 1956, a 40-hour, five-day week.

Almost 90 per cent were eligible for two weeks' paid vacation after three years' service and for three weeks after 15 years; plants employing 17 per cent of the total employees granted four weeks after 25 years.

Workers in plants employing 97 per cent of the total enjoy eight or more paid statutory holidays.

These facts were obtained from the survey of working conditions conducted by the Department's Economics and Research Branch as of April 1 last year.

Wages in this basic industry are comparatively high. Skilled employees on time work rarely receive less than \$2.00 per hour, and the average is closer to \$2.25 (October 1956). The hourly rate paid to unskilled labourers ranges between \$1.50 and \$1.80 per hour, the average falling about mid-way between these two figures. The increase in the general wage level in the industry between 1955 and 1956 was 11 per cent, and since 1949, more than 65 per cent*.

The establishments considered in this analysis are those whose primary activity is the production of any of the following: pig iron, steel ingots and/or castings, rolled iron and steel products, and ferro-alloys. In 1955 the total value of these items was \$526 million, and the total wage and salary bill for the industry was \$137 million. Some \$212 million worth of materials and \$31

million worth of fuel and electricity were used in the year's operations.

Twenty-one steel-producing plants were covered by the survey. Most of these are in Ontario, although one of the largest is in Nova Scotia and some are in the province of Quebec. A distribution of the plant employees by region is as follows: Ontario, 72 per cent; Quebec, 11 per cent; other provinces, 17 per cent.

Standard Work Week—All establishments reported a five-day week. In 1951, five of the smaller mills had not adopted a five-day schedule. The 94 per cent of the employees in plants reporting 40 hours per week is considerably higher than in 1951, when the proportion was 82 per cent.

Vacations with Pay—Vacation allowances in the primary iron and steel industry in 1956 were more liberal than in the previous year and showed quite substantial differences from five years earlier, in 1951. All plants reported a two-week vacation for non-office employees, with three years' service predominating; those employing almost 98 per cent of the workers reported three weeks, usually after 15 years, but in the case of more than 6 per cent of the employees, a shorter service requirement.

Almost one-quarter of the workers were in plants which provided four-week vacations, with 25 years being the stipulated service in most cases.

Paid Statutory Holidays—All but 3 per cent of the employees in the industry were in mills which reported eight paid statutory holidays. This situation has been unchanged since 1951.

Rest Periods—The practice of permitting break periods to non-office employees was reported in effect in mills accounting for

*A table, prepared for inclusion in the annual report *Wage Rates and Hours of Labour*, giving occupational wage rate information in the industry is available upon request to the Economics and Research Branch, Department of Labour.

55 per cent of the total. Six of these, with 44 per cent of the workers, stated that they allowed two daily periods of 15 minutes each. In manufacturing as a whole, almost two thirds of the plant employees were in establishments reporting rest periods.

Pension Plans—Almost 97 per cent of the employees were in plants reporting pension plans, a slightly higher proportion than five years previously. For manufacturing, the comparable proportion in 1956 was 65 per cent.

The total cost of pension plans is paid by employers in the case of two-thirds of the workers in basic steel; in plants employing another 25 per cent, half or more of the cost is paid by the company.

WORKING CONDITIONS OF PLANT EMPLOYEES IN PRIMARY IRON AND STEEL, APRIL 1, 1956

	Percentage of Plant Employees		Percentage of Plant Employees
STANDARD WEEKLY HOURS			
40 hours.....	93.7	8.....	97.0
42 hours.....	3.8	More than 8.....	0.8
48 hours.....	2.5		
Employees on a 5-day week.....	100.0		
VACATION WITH PAY			
Two weeks			
Two weeks with pay			
After: 1 year or less.....	6.2	Plans in operation.....	96.8
2 years.....	2.5	Proportion of cost borne by employer	
3 years.....	89.1	50 per cent.....	12.7
Other periods.....	2.2	51 to 99.....	11.8
Three weeks		100.....	66.1
Three weeks with pay		Cost shared but proportion not stated.....	6.2
After: Less than 15 years.....	6.2		
15 years.....	89.1	GROUP LIFE INSURANCE	
20 years.....	2.5	Plans in operation.....	86.5
Four weeks		Proportion of cost borne by employer	
Four weeks with pay		Nil.....	11.8
After: 25 years.....	17.3	Less than 50 per cent.....	0.4
Other periods.....	5.8	50.....	41.1
PAID STATUTORY HOLIDAYS		51 to 67.....	31.0
Proportion of employees in establish- ments reporting paid statutory holidays	100.0	68 to 100.....	2.2
Proportion of employees in establish- ments where the number of paid statu- tory holidays allowed to Plant em- ployees is:		No information as to sharing.....	
6.....	2.2		
		INSURANCE PLANS PROVIDING CASH COMPENSATION FOR WAGE LOSS DUE TO ILLNESS	
		Plans in operation.....	86.5
		Proportion of cost borne by employer	
		50 per cent.....	55.5
		51 to 67.....	31.0
		68 to 100.....	...

Working hours in American factories have dropped to an average of less than 40 hours a week for the first time since 1954. The United States Department of Labor reports that in April the average work week was 39.9 hours in manufacturing as a whole, compared with 40.1 hours in March.

In most industries the changes in hours were usual for the season; but in the stone, clay and glass industry the declines were more than seasonal. In steel and other

Group Life Insurance is available to 87 per cent of the employees, and in the case of the vast majority, 50 per cent or more of the premium cost is borne by the employer.

Wage Loss Insurance—Cash payments to compensate for loss of wages during sickness absences were in effect in plants accounting for 87 per cent of the total employees. In all cases the employers bore 50 per cent or more of the cost.

Group Hospital-Medical Plans—The incidence of group hospital-medical plans in primary iron and steel is high. An article in a later issue of the *LABOUR GAZETTE* will deal with plans of this kind in Canadian manufacturing industries.

primary metal industries weekly hours worked averaged 39.9 in April, compared with 40.1 in the previous month and 41.2 in April 1956.

Average hours for some other industries were: furniture, 39.6; textile and printing and publishing, 38.5; leather, 37.1; clothing, 36; and tobacco, 36.3. Industries in which hours averaged slightly more than 40 in April included: food, stone, clay and glass; electrical machinery; oil; rubber; metals; and instruments.

STRIKES AND LOCKOUTS

April 1957

There were 31 work stoppages in existence during April 1957. These stoppages affected 8,022 workers and caused a time-loss of 51,820 man-days. Of these 31 work stoppages, 15 started in April and 16 others were carried over from previous months. Eleven started during March, and five were carried over from earlier months.

The stoppages in progress prior to April 1957 caused, during the month, a time-loss of 31,805 man-days. They affected 1,864 workers. On the other hand, the stoppages that began during April caused a time-loss of 20,015 man-days and affected 6,158 workers.

Of the 16 work stoppages in progress prior to April 1957, five ended in April. They affected 769 workers and caused, during the month, a time-loss of 4,850 man-days. Their total time-loss was 13,680 man-days. Also, 12 of the 15 stoppages which started in April ended during the month. These stoppages involved 5,815 workers and caused a time-loss of 16,290 man-days.

Of the 31 work stoppages in existence during April, two affected more than 500 workers—one of them more than 4,000.

They caused a time-loss in April of 25,150 man-days. Nine stoppages affected more than 100 but fewer than 500 workers and their time-loss during the month numbered 15,705 man-days. Finally, 20 stoppages involved fewer than 100 workers. These caused a time-loss of 10,965 man-days in April.

Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during January, February, March and April of this year with the same months of last year. The approximate number of workers involved and the time-loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages in existence during April 1957. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

Strike Total in U.S. Lowest in Eight Years

The number of strikes, workers involved, and man-days of idleness in the United States during the first three months of 1957 were less than in any similar period in the past eight years, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. An estimated 700 strikes directly idling 200,000 workers began during the quarter. Strikes in effect during this period caused 2,150,000 man-days of idleness.

Idleness resulting from work stoppages in effect during March 1957 fell below 1,000,000 man-days for the first time for any March

since 1945. An estimated 375 strikes in effect during the month idled 120,000 workers for 775,000 man-days; in February, 350 stoppages accounted for a loss of 825,000 man-days by 130,000 workers. In March 1956, 2,000,000 man-days of idleness had been recorded for 193,000 workers idled in 394 strikes.

Of all stoppages in effect in March, 250 began during the month and idled 80,000 workers—a slight increase over February. No stoppage affecting as many as 10,000 workers began during March.

PRICES AND THE COST OF LIVING

Consumer Price Index, May 1957

The consumer prices index (1949=100) increased 0.2 per cent from 120.9 to 121.1 between April and May 1957. A year ago the index stood at 116.6*.

In the current month, a further substantial increase in the other commodities and services index, from 125.1 to 126.3, accounted for almost all of the change in the total index. In this group prices advanced for a wide variety of items: theatre admissions, street car and bus fares, haircuts and hairdressings, newspapers, beer and automobile insurance rates.

The food index was unchanged at 116.7. A sharp increase in tomatoes and higher prices for apples, corn flakes and beef were balanced by decreases for coffee, tea, most pork cuts and some fresh vegetables.

The clothing index was also unchanged at 108.5. Scattered increases for such items as women's and girls' dresses were offset by lower sale prices for women's spring coats and men's shoes.

The household operation index decreased from 119.4 to 119.2 as a result of seasonal declines for coal, which were partially offset by small scattered increases among home-furnishings and household supplies.

The shelter index rose from 134.0 to 134.2 as both the rent and homeownership components advanced fractionally.

Group indexes for May last year were: food 109.3, shelter 132.1, clothing 108.8, household operation 116.5, and other commodities and services 120.5.

City Consumer Price Indexes, April 1957

Seven of the ten regional city indexes (1949=100) were higher between March and April 1957, one was unchanged, while two indexes moved to slightly lower levels†.

Price increases were general in most cities for sugar, margarine, some fresh fruits and vegetables, beef, men's and children's wear and health care. Prices were generally lower for tea, coffee, pork and eggs.

Regional consumer price index point changes between March and April were as follows: Ottawa +0.8 to 122.4; Winnipeg +0.8 to 119.2; Halifax +0.7 to 119.4; Toronto +0.7 to 124.2; Edmonton-Calgary

+0.3 to 117.7; Montreal +0.2 to 120.5; Saskatoon-Regina +0.1 to 117.9; Vancouver -0.2 to 122.2; St. John's -0.1 to 108.7‡. Saint John remained unchanged at 122.1.

Wholesale Prices, April 1957

Canada's general wholesale price index was unchanged in April for the third consecutive month. At 228.4 (1935-39=100) it stands 1.7 per cent above last year's corresponding figure of 224.6.

Changes in all of the eight component groups were less than 1 per cent, six moving fractionally higher, balancing small decreases in two groups.

Textile products moved up 0.4 per cent from 235.5 in March to 236.4. The index for animal products moved up fractionally from 236.3 to 236.6, mainly due to higher prices for fresh fish, steers, beef and lamb carcasses, and beaver skins, which exceeded decreases in hogs, lobster, haddock, weasel and muskrat skins, beef hides, calfskins, veal, pork products, and eggs in some centres. Higher prices for cedar bevel siding and woodpulp overbalanced decreases in fir timber and cedar shingles to move wood products from 301.0 to 301.2. The slight upward movement in non-ferrous metals, from 182.6 to 182.7, primarily resulted from an increase in the price of tin ingots. The chemical products index moved up fractionally from 182.1 to 182.2. Vegetable products increased negligibly from 200.4 to 200.5.

Of the two groups which showed decreases, the larger decline occurred in the non-metallic minerals group, which eased 0.6 per cent from 189.7 to 188.6. Scrap iron and steel price decreases negated increases for pig iron, tinplate and some hardware items to move the iron products group from 250.4 to 249.8.

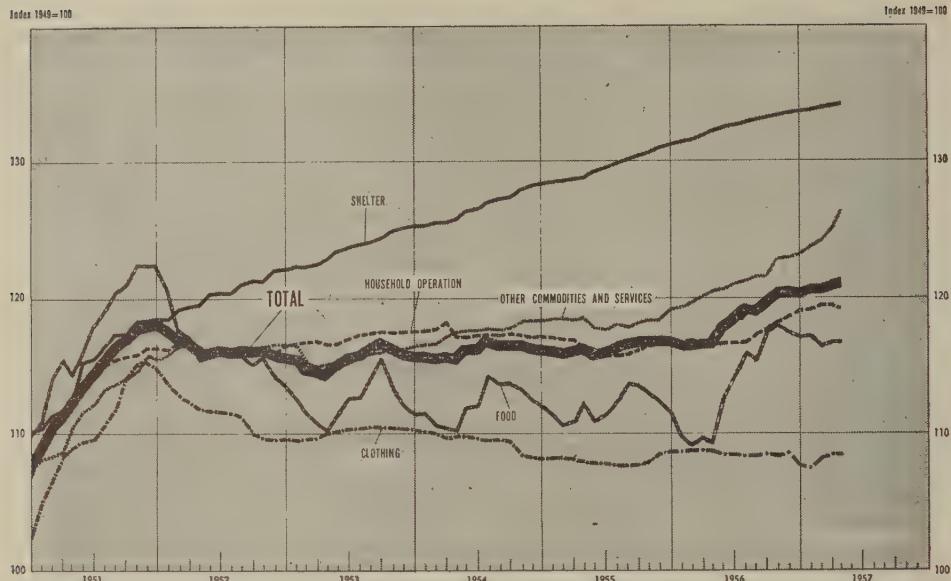
The index of farm product prices at terminal markets changed slightly between March and April, as the index moved from 206.8 to 207.5. Animal products showed moderate strength, moving up from 253.4 to 255.1, the increase of 0.7 per cent reflecting higher prices for steers, lambs, fluid milk, raw wool and Eastern calves, which were only partially offset by declines in hogs, eggs, calves on Western markets, and Eastern poultry. An index loss of 0.2 per

*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



cent from 160.2 to 159.9 for field products was due to declines for most Eastern grains, and rye, flax and potatoes in Western Canada which overbalanced higher potato quotations in the East.

Prices for building materials in April were steady as the residential index changed from 293.8 to 293.6 and the non-residential series (1949=100) remained stable at 130.1.

U.S. Consumer Price Index, April 1957

For the eighth month in a row, the United States consumer price index (1947-49=100) rose between mid-March and mid-

April, climbing 0.3 per cent from 118.9 to 119.3. One year earlier it stood at 114.9.

The wearing apparel index was the only group index that declined during the month. Food prices rose 0.5 per cent.

U.K. Index of Retail Prices, March 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) registered its second successive decline between mid-February and mid-March, dropping from 104.3 to 104.1. The January reading was 104.4, the highest point reached since revision of the index in January 1956.

Labour Income Higher In March and Quarter

Labour income received by paid workers in Canada remained steady at \$1,205,000,000 between February and March but rose some 10 per cent over last year's March total of \$1,094,000,000, the Dominion Bureau of Statistics reports. The first-quarter total advanced 10.6 per cent to \$3,607,000,000 from \$3,261,000,000 a year earlier.

During February total wages and salaries rose \$4,000,000 in manufacturing and \$3,000,000 in the finance and services group, while supplementary labour income increased \$1,000,000. On the other hand, total wages and salaries in the primary group of indus-

tries fell \$8,000,000 (with most of the loss concentrated in logging) and \$1,000,000 in construction.

Over-the-year relative gains ranged between 6 per cent for construction and nearly 13.5 per cent for finance and services. Manufacturing wages and salaries and supplementary labour income were the other components which increased at lower rates than the over-all rise for total labour income. The relative gain of 10.5 per cent in total labour income in the quarter could be roughly allocated to an increase of nearly 4.5 per cent for employment and more than 6 per cent for average weekly earnings.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 106

Accident Prevention

1. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1956 Conference and Annual Meeting held in Toronto, 9th and 10th April, 1956.* Toronto, 1956. Pp. 154.

2. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 5TH, WASHINGTON, 1956. *Proceedings, May 14, 15, 16, 1956.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1956. Pp. 102.

Contains the most important conference speeches, and the papers given at the four clinics on public employee, farm, community and state occupational safety programs. Includes report to the President of the United States based on conference discussions.

Arbitration, Industrial

3. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *A Note on Some Aspects of Conciliation and Arbitration in the Commonwealth.* Canberra, Commonwealth Government Printer, 1956. Pp. 16.

4. NATIONAL ACADEMY OF ARBITRATORS. *Management Rights and the Arbitration Process. Proceedings of the Ninth Annual Meeting, Cleveland, Ohio, January 26-28, 1956.* Ed. by Jean T. McKelvey. Washington, Bureau of National Affairs, c1956. Pp. 237.

Contents: Arbitrability and the Arbitrator's Jurisdiction, by Jules T. Justin. Seniority and Ability (Workshop No. 1). Incentive Problems (Workshop No. 2). Classification Problems (Workshop No. 3). Concepts of Industrial Discipline, by A. Howard Myers. Policy and Practice of American Arbitration Association, by Noble Braden. Federal Mediation and Conciliation Service, by Joseph E. Finnegan. Management's Reserved Rights: an Industry View, by James C. Phelps. Management's Reserved Rights: a Labor View, by Arthur J. Goldberg. Reminiscences on the National Defense Mediation Board, by William H. Davis.

Automation

5. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation in Perspective; the D.S.I.R. Report on Automation in Brief.* London, H.M.S.O., 1956. Pp. 28.

"This is a short and simply written version of the report on Automation (Automation. A Report on the Technical Trends and their Impact on Management and Labour) which was issued by the Department of Scientific and Industrial Research in May, 1956."

6. HASS, ERIC. *What Workers should know about Automation; and What Employers don't tell Them,* by Eric Hass and Stephen Emery. New York, New York Labor News Company, 1956. Pp. 62.

The authors present the views on automation of the Socialist Labor Party.

7. HUHNDRUFF, CARL. *The Impact of Automation on Organized Labor.* (An address delivered) at Conference on Domestic Affairs sponsored by the Milwaukee Federated Trades Council and University of Wisconsin School for Workers, Milwaukee, Wis., Nov. 19, 1955. Washington? International Association of Machinists? 1955? Pp. 17.

Examines the various types of automation and points out its advantages and disadvantages.

8. SCIENTIFIC AMERICAN. *Automatic Control.* New York, Simon and Schuster, c1955. Pp. 148.

Gives an explanation of automatic control, shows the degree to which it has transformed the business and industrial system and suggests some lines of future development.

Canada's Economic Prospects

Studies prepared for the Royal Commission on Canada's Economic Prospects

9. CANADIAN LABOUR CONGRESS. *Labour Mobility,* by the Trades and Labour Congress of Canada now the Canadian Labour Congress. September, 1956. Ottawa, Queen's Printer, 1956. Pp. 11.

Considers the factors influencing the movement of workers from job to job in Canada.

10. CANADIAN LABOUR CONGRESS. *Probable Effects of increasing Mechanization in Industry,* by the Canadian Congress of Labour now the Canadian Labour Congress. September, 1956. Ottawa, Queen's Printer, 1956. Pp. 87.

Contents: What is Automation. How Far will Automation go? Automation and Employment. What We must do. Automation and Small Business. Finding the Answers. The Canadian Scene.

11. GLASSCO, JOHN GRANT. *Certain Aspects of Taxation relating to Investment in Canada by Non-Residents*. Ottawa, Queen's Printer, 1956. Pp. 64.

Contents: The Statistical Background—Foreign Investment in Canada; Canadian Investment in Foreign Countries. Factors other than Canadian Taxation affecting Investment. Canadian Taxation of Non-Residents. United States Taxation Policies affecting United States Investment in Canadian and Other Foreign Enterprises. The Taxation of the Extractive Industries in Canada and the United States. Aspects of Canadian Taxation which create Difficulties in the Canadian Ownership of Companies. Interpretation and Administration of Canadian Income Tax Laws.

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *The Canadian Primary Textile Industry*. Ottawa, Queen's Printer, 1956. Pp. 105.

"This study considers the primary textile industry as comprising the preparation, spinning, weaving, braiding and related activities for cotton, woollen, and synthetic and silk textiles, including narrow fabrics, and the dyeing and finishing of textile goods."

Civil Service

13. CANADA. CIVIL SERVICE COMMISSION. *Forty-eighth Annual Report for the Year 1956*. Ottawa, Queen's Printer, 1957. Pp. 19.

14. NEWMAN, BERNARD. *Yours for Action*. Published on the Occasion of the Fiftieth Anniversary, Civil Service Clerical Association. London, Civil Service Clerical Association, 1953. Pp. 195.

A history of the Civil Service Clerical Association from 1903 to 1953.

15. ROBSON, WILLIAM ALEXANDER, ed. *The Civil Service in Britain and France*. London, Hogarth Press, 1956. Pp. 191.

Partial Contents: Civil Servants, Ministers, Parliament and the Public, by the Earl Attlee. Recruitment to the Civil Service, by Sir Laurence Helsby. Recent Trends in Public Administration, by William A. Robson. The Structure of the Civil Service, by H. R. G. Greaves. Whitley Councils in the Civil Service, by Douglas Houghton. The Civil Service in France, by P. Chatenet. The Recruitment and Training of Higher Civil Servants in the United Kingdom and France, by Andre Bertrand.

Economic Conditions

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Business Outlook, 1957*. New York, 1956. Pp. 76.

The N.I.C.B. Economic Forum concluded that "tight money, rising interest rates, wage inflation, the adequacy of profits, as well as

the economic implications of intensified international tensions will all leave their mark on the curve of business in 1957".

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Interest Rates and Monetary Policy*; a Discussion by the Conference Board Economic Forum and Guests held at Hotel Gotham, New York City, October 4, 1956. New York, 1956. Pp. 80.

The Economic Forum discussed four questions: (1) Is money too tight in the U.S.? (2) Will foreseeable demand-and-supply factors produce even tighter conditions than those which presently exist? (3) What can be done about the situation at the national level? (4) Can the U.S. finance full-employment, prosperity, technological changes and higher wages at the same time?

18. NEW ZEALAND. DEPARTMENT OF FINANCE. *New Zealand Economic Survey, 1956*. Wellington, Government Printer, 1956. Pp. 113.

Education, Vocational

19. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Bricklaying Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1957. Pp. 28.

Contains information common to all parts of Canada. It is intended as a guide to those who instruct apprentices.

20. U.S. DEPARTMENT OF LABOR. *A Program for improving the Skills of the Nation's Work Force*. Washington, G.P.O., 1956. Pp. 6.

Includes some recommendations made by the National Manpower Council in its "A Policy for Skilled Manpower" (1954).

Employee Morale

21. BROWN, PAULA. *Status, Prestige, and Esteem in a Research Organization*, by Paula Brown and Clovis Shepherd. Los Angeles, Institute of Industrial Relations, University of California, 1956. Pp. 340-360.

Examines the system of stratification in a naval research and development laboratory. The relationships of background, factors, behavior and attitudes of seven groups are analyzed.

22. WYATT, STANLEY. *A Study of Attitudes to Factory Work*, by S. Wyatt and R. Marriott, assisted by R. A. Denerley and others. London, H.M.S.O., 1956. Pp. 115.

Describes an investigation carried out in three large mass-production factories in England to determine what the workers thought about the job they performed at the bench, or the conveyor belt, and the system by which they were paid.

Employees' Benefit Plans

23. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Vesting of Employer Contributions under Industrial Retirement Plans*, by James C. Cameron and F. J. L. Young. Kingston, 1956. Pp. 28.

Based on a study of 114 plans in 107 companies.

24. VAN EENAM, WELTHA McLACHLAN. *Analysis of 157 Group Annuity Plans amended in 1950-54*, by Weltha Van Eenam and Martha E. Penman. Washington, U.S. Social Security Administration, 1956. Pp. 44.

Employment Management

25. GRABE, SVEN. *Selection and Training of Foremen in Europe; Report on the Status, Selection and Training of Foremen in Europe*, by Sven Grabe and Paul Silberer. (Project No. 234) Paris, European Productivity Agency of the O.E.E.C., 1956. Pp. 172.

Contents: The Position, the Man and the Job. Selection. Training. Research and Organization. Observations in Ten European Countries (Austria, Belgium, Germany, Greece, Italy, Netherlands, Norway, Sweden, Turkey, and United Kingdom).

26. SPRIEGEL, WILLIAM ROBERT. *Job Evaluation in College and Universities*, by William R. Spriegel and E. Lanham. Austin, Bureau of Business Research, University of Texas, 1954. Pp. 136.

Based on an examination of the practices of 75 colleges and universities. Partial Contents: History of Job Evaluation in Colleges and Universities. Securing the Co-operation of Supervisors and Employees. Selecting a Method for rating the Jobs. Organization and Conduct of the Job Evaluation Installation. Measures taken to insure Acceptance and Advantages gained from the Program. Maintaining and controlling the Job Evaluation Program.

27. U.S. CIVIL SERVICE COMMISSION. *Employment Interviewing*. Washington, G.P.O., 1956. Pp. 103.

"This pamphlet is designed to increase the effectiveness of those who interview people for employment or promotion purposes."

Grievance Procedures

28. CRANE, BERTRAM R. *Successful Handling of Labor Grievances*, by Bertram R. Crane and Roger M. Hoffman. New York, Central Book Co., 1956. Pp. 307.

Partial Contents: The Purposes of the Grievance Machinery. What is a Grievance. What is not a Grievance. Steps in the Grievance Procedure. Time Limitations in Grievance Processing. Contract Provisions concerning Grievance Representatives. Pay

Allowances for Grievance Time. Some Management Obstacles to Grievance Settlement in General. Union Blockades to Grievance Settlement. How Management can locate the Causes of Grievances. The Foreman's Job in Grievance Control. The Foreman's Job in settling Grievances. Grievance Handling from the Union Side.

29. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *The Grievance Process; Proceedings of a Conference March 23-24, 1956*. East Lansing, 1956. Pp. 102.

Partial Contents: Grievance Procedure and the Plant Setting. Scope and Role of the American Arbitrational Association. Basic Problems in Grievance Processing.

Human Relations

30. BENNETT, WILLIAM JOHN. *The Effect of Technical Change; Address to the Study Conference of HRH The Duke of Edinburgh at Oxford, July 27th, 1956*. Ottawa? Eldorado Mining and Refining Limited, 1956. Pp. 24.

31. HEMSWORTH, LLOYD. *Human Problems of Industrial Communities; a Report on HRH the Duke of Edinburgh's Study Conference, England, July, 1956; an Address*. Montreal, Canadian Industries Limited, 1956. Pp. 20.

The author gives his impressions of the conference and summarizes the remarks of some of the main speakers.

32. THOMPSON, LAURENCE. *The Challenge of Change*. Foreword by HRH the Duke of Edinburgh. London, Oxford University Press, 1956. Pp. 127.

A Report on the Duke of Edinburgh's Study Conference on the Human Problems of Industrial Communities within the Commonwealth and Empire held at Oxford in July 1956. This Conference was concerned with the effect of industrialization on various communities within the Commonwealth.

Industrial Health

33. INTERNATIONAL LADIES' GARMENT WORKERS' UNION. WELFARE AND HEALTH BENEFITS DEPARTMENT. *The Thread of Life; Health and Welfare Services*. New York, 1956. Pp. 62.

Describes the health services provided by the ILGWU in 19 American cities and one Canadian city.

34. U.S. CIVIL SERVICE COMMISSION. *Job Analyses for Physical Fitness Requirements*. Washington, G.P.O., 1956. Pp. 39.

This manual was prepared by medical officers of the U.S. Civil Service Commission to provide information in establishing minimum physical standards for the many different types of positions in the Federal civil

service. The manual deals with the functional activities and the working conditions involved in jobs.

Industrial Relations

35. TRUDEAU, PIERRE ELLIOTT, ed. *La grève de l'amiante; une étape de la révolution industrielle au Québec*. En collaboration sous la direction de Pierre Elliott Trudeau. Montreal, Les éditions Cité libre, 1956. Pp. 430.

Concerns the strike of asbestos miners at Asbestos and Thetford Mines, Que., in 1949 and its aftereffect on industrial relations in Quebec.

36. U.S. BUREAU OF NAVAL PERSONNEL. *Industrial Relations*. Washington, G.P.O., 1956. Pp. 209.

Deals with industrial relations as it affects the U.S. Navy Dept. *Contents*: The Industrial Relations Function. Position Classification. Wage Administration. Employment Regulations. Employee Training and Development. Employee-Management Relations. Employee Services. Incentive Awards Program. Labor Relations. Accident Prevention. Personnel Security Program. Overseas Civilian Employment.

37. U.S. DEPARTMENT OF LABOR. SECRETARY OF LABOR'S ADVISORY COMMITTEE ON LABOR MANAGEMENT RELATIONS IN ATOMIC ENERGY INSTALLATIONS. *Report*. Washington, G.P.O., 1957. Pp. 40.

"The Committee concerned itself with an examination of policies and procedures to be applied to labor-management relations in Government-owned, privately operated atomic energy installations. It did not involve itself in particular disputes arising between contractors and labor organizations."

38. WILLIAMS, EDGAR G. *Cases and Problems in Personnel and Industrial Relations*, by Edgar G. Williams and John F. Mee. New York, Ronald Press Co., 1955. Pp. 204.

Contains 44 case studies based on actual occurrences in business concerns. The book is intended to be used with any of the standard textbooks in personnel management and industrial relations.

Industry

39. CANADA. BUREAU OF STATISTICS. *General Review of the Manufacturing Industries of Canada, 1954*. Ottawa, Queen's Printer, 1957. Pp. 191.

40. EUROPEAN PRODUCTIVITY AGENCY. *The Automatic Equipment and Parts Industry in the United States*. Project No. 131. Paris, O.E.E.C., n.d., 1956? Pp. 70.

The report of a mission to the U.S. composed of 17 parts manufacturers and two vehicle manufacturers from seven European countries.

Labour Laws and Legislation

41. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending the Fair Labor Standards Act of 1938. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fourth Congress, second session on S. 662 (and others)*. Washington, G.P.O., 1956. Pp. 758. Hearings held May 8-18, 1956.

A great deal of the present hearings is devoted to the question of minimum wage for many types of employees not already covered by the Act.

42. ONTARIO FEDERATION OF LABOUR. COMMITTEE ON LABOUR RELATIONS LEGISLATION. *Report*. Toronto, 1957. Pp. 38, 18, 4.

"The Committee... confined itself to an investigation of the content, administration and effects of the Ontario Labour Relations Act."

Labour Organization

43. AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA. *Union Meeting Manual*. Chicago, 1956? lv. (various pagings).

Contents: General Aspects of the Meeting. Where and When to meet. Publicizing the Meeting. Order of Business and Agenda. Parliamentary Procedure. The Chairman. Use of Committees. Reporting and Reports. Special Techniques: Buzz Session and Role Playing. Special Program—The Social, The Movie, Outside Speakers. The Ceremony. Keep it Short and Sweet.

44. CHRISTIE, ROBERT A. *Empire in Wood; a History of the Carpenters' Union*. Ithaca, Cornell University, 1956. Pp. 356.

Outlines the history of the United Brotherhood of Carpenters and Joiners of America from its beginning in 1881 up to 1941.

45. CONGRESS OF IRISH UNIONS. *Twelfth Annual Meeting being the Report of the Central Council and the Report of the Proceedings held at Kilkee, July 18th, 1956*. Dublin, 1956. Pp. 218.

46. JOHANNESSEN, EDWARD. *The Hawaiian Labor Movement; a Brief History*. Boston, Bruce Humphries, 1956. Pp. 181.

Traces the history of labour organization in Hawaii from the end of the 19th century up to the present with special emphasis on the period after World War II.

Labour Supply

47. CANADA. BUREAU OF STATISTICS. *Canadian Labour Force Estimates, 1951-1955*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 20.

48. U.S. DEPARTMENT OF LABOR. *Our Manpower Future, 1955-65*. Washington, G.P.O., 1957. Pp. 32.

"This chart book depicts anticipated changes in the population and labour force during the next 10 years, and points out some of the implications for the educational system, the industrial training programs and the plans for manpower utilization."

Labouring Classes

49. CANADA. DEPARTMENT OF LABOUR, ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. Sixth Edition, December 1956. Ottawa, Queen's Printer, 1957. Pp. 40.

50. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-third Annual Convention, Toronto, June 26-27-28-29, 1956*. Albany, 1956. Pp. 88.

51. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Report for Period 1 October 1955 to 30 September 1956*. St. John's, 1956. Pp. 52.

52. SHUB, ANATOLE. *Labor in the Soviet Orbit*. New York, Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists, 1956. Pp. 83.

Gives an account of Labour's fight for freedom and better conditions in communist-controlled countries of Eastern Europe.

Management

53. HELLER, FRANK A. ed. *New Developments in Industrial Leadership in Great Britain, the United States, Germany and France*. London, Polytechnic Management Association, 1955. Pp. 75.

Contents: Surveying the British Scene, by J. A. C. Brown. New Aspects of Management in America, by Jerome F. Scott. Recent Changes in Industrial Democracy in Germany, by Frank A. Heller. Modern Management in Private and Nationalized Industry in France, by H. Hauck.

54. INTERNATIONAL CONFERENCE OF DIRECTORS OF ADVANCED TRAINING CENTRES IN BUSINESS ADMINISTRATION, GENEVA, 1955. *Education for Business Leadership; Report prepared by Mr. R. H. T. Dodson on the International Conference of Advanced Training Centres organized in Geneva from 24 to 26 June 1955 by the Centre d'études industrielles*. Project No. 331. Paris, European Productivity Agency of the Organization for European Economic Co-operation, 1956. Pp. 143.

The Conference consisted of six informal round table discussions on the following topics: objectives and scope of the business administration schools, methods of instruction, course participants, organization and administration of the schools, facilities, and scope for co-operation.

Older Workers

55. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Income and Resources of Older People*, by Miriam Civic. New York, c1956. Pp. 95.

Brings together material on the income and financial positions of people in the U.S. 65 and over, and evaluates their relative economic status. Traces changes during the last 20 years and attempts to forecast trends for the next 20 years. Comments on the Canadian situation also.

56. NEW YORK (STATE). LEGISLATURE. JOINT COMMITTEE ON PROBLEMS OF THE AGING. *New Channels for the Golden Years*. Newburgh, N.Y., 1956. Pp. 151.

Among other things the Joint Committee recommends that: (1) The State double the number of job counsellors for older workers; (2) The State co-operate with local schools and other agencies to establish facilities for retraining older workers; (3) The State encourage industry to set up vested pension plans and set up such plans itself in the State retirement system; (4) The State provide more unemployment insurance for people over 40; (5) The State encourage people to interest themselves in variable annuity plans, mutual funds and other investment plans in order to cope with the rise in prices from one generation to another; (6) The State set up a comprehensive health maintenance plan.

57. U.S. OFFICE OF DEFENSE MOBILIZATION. HEALTH RESOURCES ADVISORY COMMITTEE. *Production at Any Age*. Washington, n.d., 1952? Pp. 7.

Points out that the older worker provides a "reservoir of training, experience, and judgment, on which industry and the community can draw to mutual benefit".

Productivity

58. CONGRES NATIONAL DE LA PRODUCTIVITE, BRUXELLES, 1956. *Congrès national de la productivité, les 29 et 30 mai 1956*. Bruxelles, Office Belge pour l'accroissement de la productivité, 1956. Pp. 83.

The Congress was called to study the question of productivity in Belgium and to assess the work of the Office Belge pour l'accroissement de la Productivité.

59. JOINT STANDING COMMITTEE INVESTIGATING THE MEASUREMENT OF PRODUCTIVITY. *Production Control and Related Works Statistics*. London, Issued by the Joint Committee of the Institute of Cost and Works Accountants and the Institution of Production Engineers, 1956. Pp. 40.

Production control refers to "systems and devices used in a producing organization to ensure the completion of the product in the appropriate quantity and quality and at a cost and on a delivery date previously determined. Works statistics are, in the main, the tools which enable such systems and devices to be effectively applied".

60. LABOUR-MANAGEMENT CONFERENCE, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. 8th, 1956. *Advances in Productivity-Past, Present and Future. Eighth Annual Labor-Management Conference, New Brunswick, N.J., April 25, 1956.* New Brunswick, 1956. Pp. 94.

Contents: What is happening in Productivity? By Ewan Clague. The Outlook for increasing Productivity, by E. C. Easton. Technology and the Human Factor—a Grass Roots Appraisal, by Robert H. Guest. How should We use Future Increases in Productivity? A Labor Viewpoint, by Elmer Walker; A Management Viewpoint, by I. D. Robbins. The Economic Role of Nuclear Power and its International Implications, by Rev. E. S. de Breuvery.

Statistics

61. DEVONS, ELY. *An Introduction to British Economic Statistics.* Cambridge, England. University Press, 1956. Pp. 254.

A general survey of the main British economic statistics which tells the reader where they can be found, what they mean, some problems which arise in using and interpreting them, some suggestions for further reading, and information about the original sources. The topics discussed are: population, manpower, industrial production, agriculture, distribution and transport, foreign trade, prices, incomes, national income and expenditure.

62. RUSSIA (1923- U.S.S.R.) CENTRAL STATISTICAL ADMINISTRATION. *Statistical Handbook of the U.S.S.R.; with Introduction, Additional Tables and Annotations* by Harry Schwartz, and foreword by John S. Sinclair. A Translation of a Soviet Work: *Narodnoye khozyaistvo S.S.S.R. (National Economy of the U.S.S.R.)* Moscow, 1956. New York, National Industrial Conference Board, c1957. Pp. 122.

The editor and translator, Harry Schwartz, the New York *Times*' expert on Russian affairs, thinks that the information in this Russian publication is fairly accurate if it is properly interpreted.

Wages

63. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Weekly Salaries for Office Occupations in Manufacturing in Canada.* October 1, 1955. (*Supplement to Report no. 38: Wage Rates and Hours of Labour in Canada*) Ottawa, Queen's Printer, 1956? Pp. 29.

64. ENGINEERS JOINT COUNCIL. SPECIAL SURVEYS COMMITTEE. *Professional Income of Engineers, 1956.* New York, c1957. Pp. 36.

This report is based on a questionnaire sent out in July 1956. Information was received for a total of 107,832 engineering graduates in industry, government and engineering education.

Women—Employment

65. JAPAN. WOMEN'S AND MINORS' BUREAU. *Advance of Japanese Women in the Post War Years.* Tokyo? 1956. Pp. 11.

66. LAWTON, GEORGE. *Women go to Work at Any Age.* Chicago, Altrusa International, 1949. Pp. 47.

"This booklet is intended to prolong the employability span of women." Suggests where women can make inquiries to find out what jobs are available for their age group.

67. U.S. WOMEN'S BUREAU. *Employment after College: Report on Women Graduates, Class of 1955.* By U.S. Women's Bureau in co-operation with National Vocational Guidance Association, Women's Section. Washington, G.P.O., 1956. Pp. 33.

Based on answers to a questionnaire from 3,000 women graduates. A survey was made to see what jobs are being filled by women college graduates and to see if there is a close connection between college training and these jobs.

68. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women Mathematicians and Statisticians.* Washington, G.P.O., 1956. Pp. 37.

Points out that more women mathematicians and statisticians are needed and that there are interesting jobs available for women with university degrees. Girls in high school should be encouraged to take up mathematics as a career.

69. U.S. WOMEN'S BUREAU. *1956 Handbook on Women Workers.* Washington, G.P.O., 1957. Pp. 96.

Contents: Employment of Women. Women's Earnings and Income. Women's education and Vocational Training. Recommended Standards for Employment of Women. State Labor Laws for Women. Political and Civil Status of Women.

Workmen's Compensation

70. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada; a Comparison of Provincial Laws, December, 1956.* Ottawa, Queen's Printer, 1957. Pp. 39.

71. MICHIGAN. WORKMEN'S COMPENSATION COMMISSION. *Annual Report, Oct. 1, 1955 to Sept. 30, 1956.* Lansing, 1956. Pp. 46.

72. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *1956 Annual Report.* St. John's, 1957. Pp. 47.

Youth—Employment

73. GREAT BRITAIN. NATIONAL YOUTH EMPLOYMENT COUNCIL. *The Work of the Youth Employment Service, 1953-1956; a Report.* London, H.M.S.O., 1956. Pp. 38.

74. U.S. CHILDREN'S BUREAU. *Four Decades of Action for Children, a Short History of the Children's Bureau*, by Dorothy E. Bradbury: *To the Future*, by Martha M. Eliot. Washington, G.P.O., 1956. Pp. 90.

"This is the story of the Children's Bureau... from the idea in 1903 to its founding in 1912 and on through the years to the present time".

Miscellaneous

75. BERDYAEV, NICOLAS ALEKSANDROVITCH. *The Origin of Russian Communism*. Translated from the Russian by R. M. French, 2d ed. London, G. Bles, 1948. Pp. 191.

Contents: The Russian Idea of Religion and the Russian State. The Formation of the Russian Intelligentsia and its Character: Slavojshilism and Westernization. Russian Socialism and Nihilism. Russian Nineteenth Century Literature and its Predictions. Classical Marxism and Russian Marxism. Russian Communism and the Revolution. Communism and Christianity.

75. CANADA. BUREAU OF STATISTICS. *Energy Consumption in the Manufacturing and Mining Industries of Canada, Selected Years, 1926-1953*. Ottawa, Queen's Printer, 1957. Pp. 83.

"... Brings together data on the consumption of fuel and electricity by mines and manufacturers in Canada, and their production of electricity for sale, during selected years from 1926 to 1953."

77. CANADA. BUREAU OF STATISTICS. *Industrial Research-Development Expenditures in Canada, 1955*. Ottawa, Queen's Printer, 1956, Pp. 28.

"... Sets out in tabular form an estimate of the magnitude and direction of the research-development program undertaken by Canadian industry in 1955 and provides an indication of the relative size of the 1956 program".

78. EUROPEAN PRODUCTIVITY AGENCY. *Statistical Quality Control*. Project No. 148. Paris, 1956. Pp. 89.

Contents: Lessons to be drawn from the Visits of American Experts to European Countries. Modern Quality Control—Objectives, Necessary Conditions and Procedures, by Paul C. Clifford. Conference held on 8th and 9th July 1955. Conference held on 11th, 12th and 13th July 1955.

79. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organisation for European Economic Co-operation*. 3rd ed. Paris, 1956. Pp. 107.

Partial Contents: The Economic Position and Prospects of Western Europe. The European Payments Union. The O.E.E.C. and Manpower Problems. Activity and Aims of the European Productivity Agency. Co-ordination of Industrial Investments. Intra-European Co-operation in the Field of Energy. European Maritime Transport Problems.

80. SAVAGE, C. I. *Inland Transport*. London, H.M.S.O. and Longman's Green, 1957. Pp. 678.

"... Attempts to describe the evolution of British war-time inland transport policy and to show the process of trial and error which contributed to the working out of the policy." The British inland transport system consists of four industries: the railways, road transport, coastal shipping and the canals.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 16, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,716	* 102	435	1,629	2,112	969	469
Agricultural.....	675		41	178	164	273	18
Non-Agricultural.....	5,041	101	394	1,451	1,948	696	451
Males.....	4,355	80	340	1,263	1,547	772	353
Agricultural.....	657	*	39	176	159	284	18
Non-Agricultural.....	3,698	79	301	1,087	1,388	508	335
Females.....	1,361	22	95	366	565	197	* 116
Agricultural.....	18	*	*	*	*	*	*
Non-Agricultural.....	1,343	22	93	364	560	188	116
All Ages.....	5,716	102	435	1,629	2,112	969	469
14 - 19 years.....	514	14	43	192	163	72	30
20 - 24 years.....	720	18	57	234	241	124	46
25 - 44 years.....	2,655	44	189	752	995	452	223
45 - 64 years.....	1,608	24	125	405	621	279	154
65 years and over.....	219	*	21	46	92	42	16
<i>Persons with Jobs</i>							
All status groups.....	5,373	93	380	1,490	2,034	930	446
Males.....	4,043	71	288	1,134	1,480	736	334
Females.....	1,330	22	92	356	554	194	112
Agricultural.....	671	*	40	177	164	271	18
Non-Agricultural.....	4,702	92	340	1,313	1,870	659	428
Paid Worker.....	4,276	84	302	1,186	1,727	592	385
Males.....	3,044	64	219	854	1,210	418	281
Females.....	1,232	20	83	332	517	176	104
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	343	*	55	139	78	39	23
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,168	160	459	1,460	1,649	957	483
Males.....	1,054	55	100	258	311	213	117
Females.....	4,114	105	359	1,202	1,338	744	366

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 16, 1957		Week Ended February 16, 1957		Week Ended March 24, 1956	
	Total	Seeking Full-Time Work ¹	Total	Seeking Full-Time Work ¹	Total	Seeking Full-Time Work ¹
Total looking for work.....	360	333	335	315	309	281
Without Jobs.....	343	318	323	—	295	268
Under 1 month.....	77	—	75	—	71	—
1 - 3 months.....	161	—	195	—	120	—
4 - 6 months.....	91	—	40	—	81	—
7 - 12 months.....	10	—	*	—	14	—
13 - 18 months.....	*	—	*	—	*	—
19 - and over.....	*	—	*	—	*	—
Worked.....	17	15	12	12	14	13
1 - 14 hours.....	*	*	*	*	*	*
15 - 34 hours.....	12	10	*	*	10	10

¹ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,683,477

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing		
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers		
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2
1956—Feb. 1.....	112.3	184.0	145.3	62.43	110.2	164.0	147.9
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8
Feb. 1.....	118.7	184.8	155.1	66.62	115.0	181.9	157.3

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956
(a) Provinces						
Newfoundland.....	120.2	124.4	122.7	59.27	57.79	54.20
Prince Edward Island.....	113.2	109.6	108.4	46.78	47.79	47.74
Nova Scotia.....	98.3	99.6	96.9	55.59	52.71	52.68
New Brunswick.....	106.7	109.4	108.2	57.54	57.07	54.07
Quebec.....	118.0	121.0	112.5	64.08	61.16	59.94
Ontario.....	121.9	123.5	113.5	69.34	65.70	64.94
Manitoba.....	106.1	109.2	103.2	62.41	60.51	59.05
Saskatchewan.....	113.6	120.7	107.9	63.83	62.97	58.96
Alberta (including Northwest Territories).....	144.7	148.7	132.2	68.73	66.10	64.92
British Columbia (including Yukon).....	114.2	118.8	109.1	71.05	68.05	67.33
Canada.....	118.7	121.4	112.3	66.62	63.58	62.43
(b) Metropolitan Areas						
St. John's.....	113.6	116.3	113.9	48.09	47.83	45.50
Sydney.....	92.3	92.9	83.8	67.88	66.30	62.93
Halifax.....	119.3	122.4	115.7	54.36	50.66	52.30
Saint John.....	108.5	110.2	111.8	52.14	49.68	51.10
Quebec.....	104.6	108.5	103.7	54.82	52.38	52.38
Sherbrooke.....	109.3	112.8	103.7	57.89	51.76	52.53
Three Rivers.....	111.5	113.1	105.5	62.81	59.38	58.29
Drummondville.....	76.8	76.4	78.3	57.28	53.73	54.77
Montreal.....	120.5	121.5	114.2	64.77	60.92	61.25
Ottawa—Hull.....	115.6	120.5	112.7	59.91	56.76	57.70
Peterborough.....	109.7	109.2	95.8	74.02	69.37	66.48
Oshawa.....	174.3	179.3	81.8	75.12	70.43	67.81
Niagara Falls.....	119.5	122.1	115.2	79.51	70.56	71.06
St. Catharines.....	125.6	127.2	102.5	78.44	73.69	72.87
Toronto.....	130.1	131.9	123.2	69.53	65.99	65.98
Hamilton.....	113.2	115.6	109.1	73.34	69.21	67.39
Brantford.....	87.8	87.5	88.8	63.67	59.20	61.19
Galt.....	112.2	111.6	104.3	60.58	56.60	57.75
Kitchener.....	113.9	115.0	105.4	62.38	59.52	59.84
Sudbury.....	139.5	140.7	130.9	82.59	80.51	78.15
London.....	119.5	118.9	110.5	62.05	59.38	59.26
Sarnia.....	120.3	127.1	123.0	81.08	77.94	74.73
Windsor.....	105.7	107.2	105.6	73.54	68.02	72.34
Sault Ste. Marie.....	129.6	133.1	119.2	83.37	80.35	76.97
Ft. William—Pt. Arthur.....	106.9	113.8	104.8	66.35	65.21	63.80
Winnipeg.....	103.8	108.2	103.0	59.03	57.43	56.38
Regina.....	114.4	119.5	109.2	60.46	59.49	56.88
Saskatoon.....	116.0	119.4	111.4	57.47	57.18	55.13
Edmonton.....	170.0	174.8	155.5	65.17	60.33	60.00
Calgary.....	152.1	156.2	139.6	63.58	62.43	61.21
Vancouver.....	115.7	119.9	108.4	69.67	66.47	64.76
Victoria.....	117.2	123.4	114.9	63.35	60.94	60.93

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956
Mining	123.8	122.7	114.4	\$2.42	78.67	76.82
Metal mining.....	130.3	127.6	118.9	84.31	79.71	78.31
Gold.....	76.4	76.3	76.6	71.37	68.96	69.20
Other metal.....	180.7	175.4	158.3	89.42	84.08	82.42
Fuels.....	112.7	112.6	105.4	82.30	80.97	76.63
Coal.....	66.0	66.7	68.2	66.27	66.04	64.24
Oil and natural gas.....	284.7	281.1	229.4	95.97	94.01	88.91
Non-metal.....	127.9	131.3	121.5	73.95	68.05	70.69
Manufacturing	115.0	114.8	110.2	\$6.17	65.44	65.05
Food and beverages.....	100.1	102.4	98.5	60.98	58.76	58.11
Meat products.....	118.9	121.1	117.3	71.18	67.59	66.54
Canned and preserved fruits and vegetables.....	77.2	78.6	70.1	56.00	49.87	53.20
Grain mill products.....	102.3	103.1	101.0	63.89	61.71	61.96
Bread and other bakery products.....	106.3	108.5	107.8	57.21	57.79	54.09
Biscuits and crackers.....	88.2	87.3	88.8	50.03	42.81	49.13
Distilled and malt liquors.....	96.5	106.0	98.8	76.49	76.37	72.58
Tobacco and tobacco products.....	110.8	104.7	104.6	59.20	57.54	54.56
Rubber products.....	114.0	113.7	111.7	71.57	67.71	67.16
Leather products.....	88.9	86.1	90.6	48.05	43.68	45.38
Boots and shoes (except rubber).....	92.6	88.9	93.4	45.99	40.42	43.42
Textile products (except clothing).....	88.0	87.3	88.2	55.70	51.68	53.22
Cotton yarn and broad woven goods.....	88.7	89.0	90.2	52.65	48.93	51.07
Woollen goods.....	74.9	74.1	74.2	53.61	48.94	51.15
Synthetic textiles and silk.....	87.0	85.6	89.6	61.90	60.52	59.04
Clothing (textile and fur).....	95.2	90.0	95.3	45.29	38.88	43.10
Men's clothing.....	101.7	97.3	99.4	44.04	38.26	42.16
Women's clothing.....	95.1	85.0	96.5	47.03	38.50	44.28
Knit goods.....	83.2	81.4	83.7	45.19	39.79	43.68
Wood products.....	101.4	103.4	103.0	56.65	53.03	57.02
Saw and planing mills.....	98.8	101.6	103.5	57.09	53.88	59.20
Furniture.....	112.1	112.5	107.9	57.12	52.42	54.41
Other wood products.....	93.7	94.6	91.8	53.37	50.13	51.48
Paper products.....	121.1	121.6	117.3	81.67	78.73	76.77
Pulp and paper mills.....	122.2	123.3	119.4	88.18	85.88	82.72
Other paper products.....	118.2	117.6	112.3	64.99	60.15	61.30
Printing, publishing and allied industries.....	118.2	117.3	112.9	73.10	71.29	69.70
Iron and steel products.....	114.6	113.3	107.2	77.92	72.30	73.06
Agricultural implements.....	59.6	53.7	67.5	76.35	71.28	72.90
Fabricated and structural steel.....	165.3	155.2	133.4	79.82	70.62	75.15
Hardware and tools.....	101.1	102.0	107.7	71.41	65.47	67.66
Heating and cooking appliances.....	102.2	98.5	100.8	66.15	61.80	64.38
Iron castings.....	107.0	108.0	105.7	75.77	68.27	71.74
Machinery mfg.....	129.8	129.1	113.1	75.64	69.18	71.96
Primary iron and steel.....	125.7	125.7	114.5	88.31	85.74	80.36
Sheet metal products.....	109.3	112.6	105.5	73.87	67.92	69.39
Transportation equipment.....	147.7	147.0	129.5	76.53	72.60	71.71
Aircraft and parts.....	376.3	367.4	344.9	81.19	75.78	77.83
Motor vehicles.....	142.7	143.9	112.3	79.23	76.58	76.41
Motor vehicle parts and accessories.....	122.1	122.5	93.0	77.40	71.35	71.31
Railroad and rolling stock equipment.....	96.0	98.6	90.4	71.29	71.14	64.43
Shipbuilding and repairing.....	152.9	149.9	144.2	71.81	64.70	66.81
Non-ferrous metal products.....	131.4	134.0	125.3	78.42	75.93	73.82
Aluminum products.....	138.1	141.7	127.7	73.38	71.23	68.26
Brass and copper products.....	108.5	109.3	111.9	73.29	68.71	70.71
Smelting and refining.....	156.0	160.1	145.0	85.07	85.05	80.13
Electrical apparatus and supplies.....	153.8	154.5	143.0	75.44	70.26	70.50
Non-metallic mineral products.....	123.0	129.1	124.8	72.97	67.27	68.40
Clay products.....	92.5	101.7	106.8	68.16	65.06	66.46
Glass and glass products.....	128.1	135.9	128.1	70.33	65.02	67.30
Products of petroleum and coal.....	134.8	134.4	126.5	97.93	98.50	89.52
Chemical products.....	128.6	128.1	124.0	77.10	75.85	71.81
Medicinal and pharmaceutical preparations.....	116.8	116.3	113.3	70.73	68.42	67.15
Acids, alkalis and salts.....	132.5	133.0	128.3	87.34	88.28	79.61
Miscellaneous manufacturing industries.....	110.2	109.3	103.6	59.67	55.90	56.12
Construction	113.4	117.1	102.9	73.05	62.54	66.29
Building and general engineering.....	127.4	129.3	113.0	78.80	64.87	71.22
Building.....	134.7	136.5	119.1	78.52	64.42	70.89
Engineering work.....	97.3	99.7	86.9	80.38	67.38	73.19
Highways, bridges and streets.....	91.1	97.7	86.7	60.23	57.61	55.94
Service	124.3	124.7	115.2	44.39	43.96	42.02
Hotels and restaurants.....	118.0	119.0	108.8	37.15	37.22	35.75
Laundries and dry cleaning plants.....	109.3	109.2	103.2	39.41	38.16	38.36
Other service.....	164.6	164.0	152.6	65.40	64.77	60.15
Industrial composite	118.7	121.4	112.3	66.62	63.58	62.43

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics)
 (The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1957	Feb. 1, 1957	Mar. 1, 1956	Mar. 1, 1957	Feb. 1, 1957	Mar. 1, 1956
Newfoundland.....	43.2	40.9	43.2	150.3	157.0	134.9
Nova Scotia.....	40.8	41.1	41.4	143.8	142.7	132.2
New Brunswick.....	41.7	41.9	42.3	139.2	137.5	133.0
Quebec.....	42.4	42.4	42.9	141.4	141.1	132.3
Ontario.....	40.4	40.6	40.9	166.5	166.4	157.4
Manitoba.....	40.6	40.6	40.7	146.2	147.4	139.1
Saskatchewan.....	39.7	39.7	39.7	162.7	162.0	155.9
Alberta ¹	40.1	40.1	39.8	163.8	164.0	154.3
British Columbia ²	38.1	36.8	38.3	187.9	188.0	177.9

¹Includes Northwest Territories.

²Includes Yukon Territory.

Note: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining									
Metal mining	43.2	42.9	44.0	182.6	181.6	166.8	78.88	77.91	73.39
Gold	43.7	43.0	44.4	188.9	187.9	171.5	82.55	80.80	76.15
Other metal	43.2	42.9	46.1	157.3	156.8	142.3	67.95	67.27	65.60
Fuels	43.9	43.1	43.6	201.8	200.8	185.8	88.58	86.54	81.01
Coal	42.6	42.9	43.5	174.3	173.3	160.4	74.25	74.35	69.77
Oil and natural gas	40.1	41.5	41.9	153.0	154.9	150.0	61.35	64.28	62.85
Non-metal	47.1	45.4	47.5	206.8	204.7	184.6	97.40	92.93	87.69
Manufacturing	42.2	42.2	43.3	168.2	167.5	157.9	70.98	70.69	68.37
Food and beverages	41.0	40.9	41.3	157.6	157.5	148.5	64.62	64.42	61.33
Meat products	40.6	40.2	41.3	137.9	137.3	130.1	55.99	55.19	53.73
Canned and preserved fruits and vegetables	39.5	39.7	39.5	165.7	165.7	155.0	65.45	65.78	61.23
Grain mill products	43.9	40.6	39.7	125.6	120.3	121.2	50.11	48.84	48.12
Bread and other bakery products	41.1	40.9	41.3	144.3	144.9	141.5	59.31	59.26	58.44
Distilled and malt liquors	42.6	42.5	43.5	123.7	122.6	113.9	52.70	52.11	49.55
Tobacco and tobacco products	39.5	38.9	40.4	179.0	179.0	168.0	70.71	69.63	67.87
Rubber products	40.1	40.2	40.0	135.8	135.4	126.0	54.66	54.43	50.40
Leather products	41.6	41.6	41.1	163.2	162.8	150.8	67.89	67.72	61.98
Boots and shoes (except rubber)	41.9	41.3	41.8	108.5	108.0	103.6	45.46	44.60	43.30
Textile products (except clothing)	41.5	41.3	41.6	104.7	104.4	99.7	43.45	43.12	41.48
Cotton yarn and broad woven goods	42.6	42.9	43.3	119.7	119.0	113.2	50.99	51.05	49.02
Woolen goods	43.7	44.0	44.0	111.3	111.3	106.5	48.64	49.06	46.86
Synthetic textiles and silk	42.4	45.2	45.2	126.3	125.2	118.7	55.82	56.59	53.65
Clothing (textile and fur)	39.5	39.2	39.8	104.8	104.1	99.2	41.40	40.81	39.48
Men's clothing	39.1	38.5	39.3	105.0	103.7	98.2	41.06	39.92	38.59
Women's clothing	38.2	37.9	38.3	111.0	111.4	105.1	42.40	42.22	40.25
Knit goods	41.2	41.1	41.2	100.8	100.7	97.9	41.53	41.39	40.33
Wood products	41.3	39.4	41.9	137.3	135.5	131.3	56.70	53.39	55.01
Saw and planing mills	40.1	37.2	40.8	147.8	146.0	140.1	59.27	54.31	57.61
Furniture	43.0	42.4	43.5	125.5	125.6	119.5	53.97	53.25	51.98
Other wood products	43.0	42.8	43.8	117.4	115.5	110.2	50.48	49.43	48.27
Paper products	41.7	41.9	42.3	183.8	183.5	171.5	76.64	76.89	72.54
Pulp and paper mills	42.0	42.3	42.6	197.0	196.6	183.4	82.74	83.16	78.13
Other paper products	40.9	40.8	41.3	143.3	143.1	135.9	58.61	58.38	56.13
Printing, publishing and allied industries	39.8	39.8	40.0	186.5	184.4	178.4	74.23	73.39	71.36
Iron and steel products	41.7	41.7	41.9	180.1	179.6	169.7	75.10	74.89	71.10
Agricultural implements	40.9	40.3	40.9	178.7	177.6	177.7	73.09	71.57	72.68
Fabricated and structural steel	42.3	41.5	42.3	177.5	175.6	168.6	75.08	72.87	71.32
Hardware and tools	41.6	42.0	42.1	160.7	160.1	155.0	66.85	67.24	65.26
Heating and cooking appliances	41.6	40.8	42.3	152.6	150.9	143.3	63.48	61.57	60.62
Iron castings	41.9	42.0	42.8	176.7	176.0	166.7	74.04	73.92	71.35
Machinery manufacturing	42.9	43.3	43.1	168.9	168.9	162.2	72.46	73.13	69.91
Primary iron and steel	41.0	41.2	41.1	208.2	208.1	190.0	85.34	85.74	78.09
Sheet metal products	40.8	40.3	40.8	170.9	170.6	160.9	69.73	68.75	65.65
Transportation equipment	39.7	40.3	40.4	179.4	179.5	169.8	71.22	72.34	68.60
Aircraft and parts	41.8	41.9	41.5	183.8	180.3	173.7	76.73	75.55	72.09
Motor vehicles	35.5	38.2	40.4	192.0	191.8	182.8	68.16	73.27	73.85
Motor vehicle parts and accessories	39.3	41.6	38.0	179.7	179.7	171.1	70.62	73.72	65.02
Railroad and rolling stock equipment	40.1	39.8	39.9	175.0	175.0	161.4	70.18	70.01	64.40
Shipbuilding and repairing	41.3	41.4	41.4	170.2	170.7	160.1	70.29	70.67	66.28
Non-ferrous metal products	41.0	41.1	41.1	178.3	177.8	169.3	73.10	70.08	69.58
Aluminum products	41.0	40.7	40.8	155.5	154.9	147.8	63.76	63.04	60.30
Brass and copper products	40.9	40.9	42.5	166.6	165.7	158.0	64.77	67.15	67.15
Smelting and refining	41.0	41.2	40.8	193.5	193.3	184.2	79.34	79.64	75.15
Electrical apparatus and supplies	40.6	41.2	41.0	165.5	165.7	154.8	67.19	68.27	63.47
Heavy electrical machinery and equipment	41.6	41.4	41.1	182.8	183.4	169.3	73.04	75.93	69.58
Radios and radio parts	39.3	39.8	39.7	145.7	144.2	140.5	57.26	57.38	55.78
Batteries	41.8	42.4	41.4	162.3	162.7	154.7	67.84	68.98	64.05
Refrigerators, vacuum cleaners and appliances	40.1	40.3	39.5	167.9	168.0	156.1	67.33	67.70	61.66
Miscellaneous electrical products	40.8	40.9	41.9	132.3	131.2	128.9	53.98	53.66	54.01
Wire and cable	42.3	43.1	43.1	181.7	180.2	176.8	76.86	77.67	73.22
Non-metallic mineral products	42.5	42.8	43.0	159.1	159.0	150.3	67.62	68.05	64.63
Clay products	42.2	41.9	42.7	151.3	150.2	139.6	63.85	62.93	61.01
Glass and glass products	42.1	43.7	42.9	152.8	155.0	148.6	64.33	67.74	63.75
Products of petroleum and coal	40.3	41.7	40.6	210.9	211.5	203.9	84.99	88.20	82.78
Chemical products	41.2	41.0	41.2	166.5	165.6	155.6	68.60	67.90	64.11
Medicinal and pharmaceutical preparations	40.8	40.9	41.9	132.3	131.2	128.9	53.98	53.66	54.01
Acids, alkalis and salts	41.8	41.8	41.9	190.2	190.2	176.9	79.50	79.50	74.12
Miscellaneous manufacturing industries	41.5	41.6	41.3	128.1	127.9	121.1	53.16	53.21	50.01
Durable goods	40.9	40.9	41.4	170.4	170.4	160.6	69.69	69.69	66.49
Non-durable goods	41.0	40.9	41.3	143.7	143.3	135.2	58.92	58.61	55.84
Construction	41.6	41.2	40.9	174.8	175.7	162.9	72.72	72.39	66.63
Buildings and structures	42.5	41.7	40.7	185.4	186.3	174.1	78.80	77.69	70.86
Highways, bridges and streets	39.2	40.0	41.3	144.1	144.2	132.6	56.49	57.68	54.76
Electric and motor transportation	44.7	44.5	44.6	165.5	155.9	149.1	69.96	69.38	66.50
Service	40.1	39.5	40.5	93.2	92.3	88.5	37.37	36.46	35.84
Hotels and restaurants	40.4	39.7	40.9	93.7	92.5	88.9	37.85	36.72	36.36
Laundries and dry cleaning plants	40.0	39.8	40.3	87.2	86.8	83.3	34.88	34.55	33.57

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	*			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	118.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957 ⁽¹⁾	40.9	157.5	64.42	154.4	120.5	128.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1951	36,940	15,513	52,453	163,310	54,201	217,511
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
May 1, 1954	14,942	15,335	30,277	378,873	86,818	465,691
May 1, 1955	15,508	14,655	30,163	394,275	98,601	492,876
May 1, 1956	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957 (1)	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957 (1)	28,999	18,200	47,199	378,062	96,250	474,312

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 29, 1957 (1)

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from		
				February 28, 1957	March 29, 1956	
Agriculture, Fishing, Trapping.....	1,359	272	1,631	+	767	+
Forestry.....	2,268	16	2,284	+	506	+
Mining, Quarrying and Oil Wells.....	1,151	70	1,221	+	284	+
Metal Mining.....	864	20	884	+	292	+
Fuels.....	194	37	231	+	7	+
Non-Metal Mining.....	59	1	60	+	9	—
Quarrying, Clay and Sand Pits.....	6	1	7	—	1	—
Prospecting.....	28	11	39	—	23	—
Manufacturing.....	4,303	2,780	7,083	+	684	—
Foods and Beverages.....	254	210	464	+	110	—
Tobacco and Tobacco Products.....	4	14	18	+	6	—
Rubber Products.....	26	21	47	+	1	—
Leather Products.....	86	139	225	—	42	—
Textile Products (except clothing).....	162	207	369	+	46	+
Clothing (textile and fur).....	122	1,213	1,335	—	32	—
Wood Products.....	336	90	426	+	24	—
Paper Products.....	192	76	268	+	27	—
Printing, Publishing and Allied Industries.....	162	123	285	+	45	—
Iron and Steel Products.....	898	162	1,060	+	8	—
Transportation Equipment.....	853	79	932	+	144	—
Non-Ferrous Metal Products.....	326	55	381	+	145	—
Electrical Apparatus and Supplies.....	373	144	517	+	69	—
Non-Metallic Mineral Products.....	133	48	181	+	24	—
Products of Petroleum and Coal.....	63	15	78	+	23	+
Chemical Products.....	225	70	295	+	37	—
Miscellaneous Manufacturing Industries.....	88	114	202	+	49	—
Construction.....	2,256	137	2,393	+	1,035	+
General Contractors.....	1,753	87	1,840	+	850	+
Special Trade Contractors.....	503	50	553	+	185	+
Transportation, Storage and Communication.....	1,559	377	1,936	+	817	+
Transportation.....	1,417	207	1,624	+	798	+
Storage.....	54	32	86	+	21	+
Communication.....	88	138	226	—	2	—
Public Utility Operation.....	293	39	332	+	104	—
Trade.....	2,153	2,282	4,435	+	808	—
Wholesale.....	724	554	1,278	+	95	—
Retail.....	1,429	1,728	3,157	+	713	—
Finance, Insurance and Real Estate.....	673	919	1,592	+	174	—
Service.....	3,526	7,898	11,424	+	1,501	—
Community or Public Service.....	331	1,339	1,670	+	127	+
Government Service.....	1,854	434	2,288	+	146	—
Recreation Service.....	168	69	237	+	30	—
Business Service.....	538	411	949	—	77	—
Personal Service.....	635	5,645	6,280	+	1,275	—
Grand Total.....	19,541	14,790	34,331	+	6,680	—
						4,536

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3. UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 28, 1957 (1)

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional & managerial workers.....	3,526	921	4,447	6,204	1,646	7,850
Clerical workers.....	1,457	4,145	5,602	13,672	26,427	40,099
Sales workers.....	1,126	1,055	2,181	6,296	14,593	20,889
Personal and domestic service workers..	969	6,110	7,079	38,875	22,086	60,961
Seamen.....	131	.....	131	5,054	40	5,094
Agriculture and fishing.....	1,389	35	1,424	4,973	606	5,579
Skilled and semiskilled workers.....	8,318	1,860	10,178	228,846	19,451	248,297
Food and kindred products (inc. tobacco).....	62	50	112	2,098	979	3,077
Textiles, clothing, etc.....	118	1,389	1,507	2,498	10,464	12,962
Lumber and Lumber products.....	2,558	5	2,563	44,174	202	44,376
Pulp, paper (inc. printing).....	64	6	70	1,116	478	1,594
Leather and leather products.....	45	56	101	1,129	896	2,025
Stone, clay and glass products.....	9	6	15	748	67	815
Metalworking.....	921	7	928	13 ^a 292	1,391	14,683
Electrical.....	282	24	306	1,933	1,527	3,460
Transportation equipment.....	25	4	29	855	52	907
Mining.....	504	.....	504	2,105	.....	2,105
Construction.....	905	.....	905	74,746	18	74,764
Transportation (except seamen).....	783	27	810	43,080	121	43,201
Communications and public utility.....	118	1	119	969	7	976
Trade and service.....	201	230	431	4,287	1,763	6,050
Other skilled and semiskilled.....	1,448	47	1,495	23,134	1,129	24,263
Foremen.....	132	7	139	5,875	342	6,217
Apprentices.....	143	1	144	6,807	15	6,822
Unskilled workers.....	2,607	634	3,241	175,619	26,280	201,899
Food and tobacco.....	41	61	102	7,417	8,162	15,579
Lumber and lumber products.....	179	2	181	26,853	541	27,394
Metalworking.....	351	21	372	5,892	753	6,645
Construction.....	803	.....	803	92,786	3	92,789
Other unskilled workers.....	1,233	550	1,783	42,671	16,821	59,492
Grand Total.....	19,523	14,760	34,283	479,539	111,129	590,668

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956
Newfoundland.....	2,005	242	333	26,666	25,801	22,344
Corner Brook.....	3	3	9	5,583	5,163	4,926
Grand Falls.....	1,174	46	3	3,028	2,388	2,126
St. John's.....	828	193	321	18,055	18,250	15,292
Prince Edward Island.....	110	96	134	5,094	5,184	4,302
Charlottetown.....	70	62	95	3,192	3,241	2,718
Summerside.....	40	34	39	1,902	1,943	1,584
Nova Scotia.....	1,207	730	1,339	28,561	27,908	25,621
Amherst.....	14	10	27	1,288	1,240	1,101
Bridgewater.....	34	34	27	1,829	1,750	1,796
Halifax.....	940	424	1,087	5,032	5,203	4,512
Inverness.....				1,263	1,190	1,112
Kentville.....	43	36	36	3,617	3,692	3,203
Liverpool.....	6	83	7	738	768	596
New Glasgow.....	54	44	30	3,653	3,484	3,572
Springhill.....		1	1	1,065	907	872
Sydney.....	69	53	49	5,168	4,977	4,698
Truro.....	31	34	65	2,037	1,675	1,907
Yarmouth.....	16	11	10	2,871	3,022	2,252
New Brunswick.....	1,023	955	857	35,301	34,291	31,902
Bathurst.....	15	77	19	6,559	6,504	5,786
Campbelton.....	81	44	29	3,384	2,919	2,679
Edmundston.....	51	66	23	3,110	2,718	3,000
Fredericton.....	130	93	129	2,250	2,208	2,036
Minto.....	106	88	31	831	720	697
Moncton.....	412	395	355	8,667	9,390	8,018
Newcastle.....	13	8	12	3,685	3,520	3,038
Saint John.....	179	148	224	2,390	2,545	2,793
St. Stephen.....	8	11	7	1,680	1,640	1,321
Sussex.....	7	8	16	809	697	827
Woodstock.....	21	17	12	1,936	1,430	1,707
Quebec.....	7,255	6,626	9,419	200,421	187,286	192,971
Asbestos.....	17	10	62	954	963	676
Beauharnois.....	22	32	25	959	950	847
Buckingham.....	8	7	18	1,733	1,294	1,425
Causapscal.....	5	3	58	3,824	3,181	3,708
Chandler.....	3	2	6	2,641	2,629	2,509
Chicoutimi.....	114	147	89	2,749	2,044	2,841
Dolbeau.....	12	2	10	2,649	1,638	2,608
Drummondville.....	59	72	90	2,301	2,440	2,343
Farnham.....	17	17	40	1,055	1,039	1,241
Forestville.....	375	703	60	2,169	1,732	2,267
Gaspé.....		1	5	2,325	2,318	2,095
Granby.....	84	47	27	1,838	1,957	2,074
Hull.....	72	39	126	4,424	4,503	4,091
Joliette.....	84	66	107	4,396	4,210	4,161
Jonquière.....	67	55	29	2,807	2,402	3,212
Lachute.....	14	15	39	891	838	785
La Malbaie.....	44	4	110	2,950	2,957	3,117
La Tuque.....	49	101	471	891	702	1,055
Lévis.....	119	100	95	5,351	4,852	4,879
Louiseville.....	55	45	53	1,822	1,411	1,458
Magog.....	5	1	2	841	810	675
Maniwaki.....	4	7	30	1,922	881	1,104
Matane.....	4	137	7	4,635	3,853	4,857
Megantic.....	9		62	1,723	1,432	1,540
Mont-Laurier.....	3	7	5	1,966	1,360	1,639
Montmagny.....	25	19	33	3,008	2,473	2,418
Montreal.....	3,319	3,123	4,259	50,482	52,731	51,163
New Richmond.....	6	1	6	2,503	2,564	2,450
Port Alfred.....	488	5	416	1,998	1,542	1,796
Quebec.....	512	506	530	18,705	16,453	16,514
Rimouski.....	98	81	95	5,384	4,874	5,293
Rivière du Loup.....	49	49	41	6,998	6,199	7,067
Roberval.....	16	13	18	1,719	944	1,500
Rouyn.....	93	44	284	3,110	1,937	2,547
Ste. Agathe.....	4	11	18	1,527	1,274	1,447
Ste. Anne de Bellevue.....	62	42	87	1,328	1,424	1,377
Ste. Therese.....	62	50	39	2,010	2,210	1,730
St. Georges Est.....	104	47	82	4,408	3,430	3,910
St. Hyacinthe.....	55	49	87	2,449	2,564	2,139
St. Jean.....	61	64	77	1,771	1,890	1,892
St. Jerome.....	39	34	36	1,943	2,110	1,786
Sept Iles.....	167	186	37	1,968	1,786	1,835
Shawinigan Falls.....	49	67	61	51,14	4,370	5,251
Sherbrooke.....	170	158	196	5,400	4,856	4,192
Sorel.....	128	64	33	2,231	2,358	2,200
Thetford Mines.....	68	60	52	2,225	2,196	2,190
Three Rivers.....	208	168	775	6,034	5,938	5,562
Val d'Or.....	49	41	334	2,577	1,612	2,039

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957
 (SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956
Quebec—Con.						
Valleyfield.....	51	39	54	2,119	2,336	2,102
Victoriaville.....	67	28	124	2,570	2,462	2,352
Ville d'Alma.....	60	57	19	3,024	2,357	3,012
Ontario.....	11,913	19,097	16,565	165,565	168,259	137,032
Arnprior.....	57	89	15	519	537	442
Barrie.....	56	49	95	1,228	1,334	1,556
Belleville.....	49	39	11	1,978	1,914	17,45
Bracebridge.....	76	183	80	1,354	1,186	1,417
Brampton.....	57	32	91	835	876	622
Brantford.....	80	69	141	2,460	2,849	1,545
Brockville.....	23	21	55	469	506	464
Carleton Place.....	1	3		321	353	325
Chatham.....	70	73	67	2,571	2,443	2,348
Cobourg.....	4	5	13	843	871	604
Collingwood.....	26	13	20	807	1,146	834
Cornwall.....	210	175	102	3,398	3,410	2,596
Fort Erie.....	50	23	47	456	554	582
Fort Frances.....	14	5	11	553	486	651
Fort William.....	197	128	200	2,233	1,943	2,556
Galt.....	221	123	126	1,065	1,025	740
Gananoque.....	6	3	5	346	402	284
Goderich.....	34	27	19	660	783	661
Guelph.....	111	105	165	1,506	1,675	1,176
Hamilton.....	841	653	851	10,849	11,406	8,886
Hawkesbury.....	30	24	21	1,365	1,353	1,127
Ingersoll.....	31	37	29	1,010	863	674
Kapuskasing.....	28	26	80	1,055	532	1,410
Kenora.....	48	27	32	675	592	638
Kingston.....	102	134	151	1,850	2,028	1,604
Kirkland Lake.....	79	102	126	960	837	1,031
Kitchener.....	81	64	130	3,222	2,827	2,353
Leamington.....	36	43	50	1,333	952	693
Lindsay.....	42	33	74	775	836	959
Listowel.....	37	33	55	466	501	433
London.....	587	605	892	4,766	4,930	3,308
Midland.....	42	28	6	1,213	1,428	1,173
Napanee.....	5	17	5	824	877	778
Newmarket.....	26	3		1,072	1,182	...
New Toronto.....	125	104	227	2,817	3,281	2,361
Niagara Falls.....	117	126	75	2,126	2,327	1,713
North Bay.....	35	19	46	1,872	1,520	1,720
Oakville.....	91	61	205	559	617	378
Orillia.....	33	15	64	963	1,029	833
Oshawa.....	86	76	361	3,876	4,208	3,366
Ottawa.....	1,991	1,477	3,756	6,489	6,806	5,503
Owen Sound.....	57	58	57	2,027	2,378	1,890
Parry Sound.....	3	3	2	453	437	490
Pembroke.....	180	131	316	2,153	1,885	1,763
Perth.....	40	20	30	631	673	662
Peterborough.....	54	48	162	3,191	3,182	2,756
Picton.....	31	7	5	641	698	627
Port Arthur.....	359	194	477	4,033	3,198	4,389
Port Colborne.....	9	12	14	737	721	640
Prescott.....	15	20	22	865	911	1,011
Renfrew.....	15	15	15	689	734	528
St. Catharines.....	119	82	144	3,912	4,303	2,897
St. Thomas.....	81	82	65	987	1,048	905
Sarnia.....	76	80	80	2,655	3,033	1,632
Sault Ste. Marie.....	622	487	388	1,436	1,352	1,462
Simcoe.....	23	14	38	1,546	1,372	1,194
Sioux Lookout.....	14	18	23	248	160	283
Smiths Falls.....	14	10	10	464	527	618
Stratford.....	33	26	66	930	956	615
Sturgeon Falls.....	6	4	5	1,268	974	1,224
Sudbury.....	524	212	320	3,824	3,305	3,600
Timmins.....	85	92	127	2,096	1,554	2,047
Toronto.....	3,250	3,109	4,759	40,482	42,126	31,751
Trenton.....	53	53	102	847	921	956
Walkerton.....	49	42	41	710	785	710
Wallaceburg.....	9	10	17	1,029	922	542
Welland.....	78	86	51	1,709	1,837	1,360
Weston.....	130	145	404	2,335	2,509	1,701
Windsor.....	128	141	275	8,793	9,384	6,019
Woodstock.....	21	24	51	1,135	1,149	671
Manitoba.....	2,707	2,065	1,993	25,173	26,167	25,605
Brandon.....	235	205	216	2,445	2,421	2,275
Dauphin.....	96	24	26	1,541	1,543	1,449
Flin Flon.....	80	90	41	166	184	140
Portage la Prairie.....	210	42	49	1,254	1,300	1,219
The Pas.....	90	29	8	162	170	133
Winnipeg.....	1,996	1,675	1,653	19,605	20,549	20,389

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956
Saskatchewan	1,953	1,270	1,271	18,375	19,315	19,341
Estevan	111	105	83	398	351	299
Moose Jaw	338	278	250	1,503	1,615	1,695
North Battleford	45	37	120	1,366	1,459	1,420
Prince Albert	102	70	44	2,153	2,181	2,223
Regina	540	320	319	4,574	4,945	4,894
Saskatoon	396	206	230	4,027	4,192	4,529
Swift Current	143	115	106	1,125	1,202	1,063
Weyburn	78	63	38	474	494	510
Yorkeon	200	76	81	2,755	2,876	2,708
Alberta	3,195	2,743	2,920	26,725	27,025	26,014
Blairmore	7	5	34	365	327	465
Calgary	1,320	1,063	1,078	7,182	7,665	6,691
Drumheller	16	16	11	655	493	647
Edmonton	1,111	1,157	1,251	12,536	12,298	12,242
Edson	162	102	88	420	360	354
Lethbridge	307	163	261	2,948	3,222	2,931
Medicine Hat	204	136	114	1,233	1,405	1,315
Red Deer	68	101	83	1,386	1,255	1,369
British Columbia	2,915	2,088	3,847	58,787	66,914	47,834
Chilliwack	96	75	99	2,025	2,613	1,887
Courtenay	38	27	49	1,125	1,597	873
Cranbrook	7	9	11	1,118	968	1,101
Dawson Creek	28	18	43	669	577	551
Duncan	45	27	50	561	1,086	1,042
Ramloops	44	39	85	1,685	1,506	1,022
Kelowna	14	20	12	1,646	1,852	1,512
Kitimat	286	91	425	594	511	257
Mission City	19	32	61	1,207	1,742	1,384
Nanaimo	38	36	82	1,406	1,970	1,409
Nelson	30	37	25	1,357	1,466	1,159
New Westminster	246	222	203	6,873	8,410	5,303
Penticton	52	22	6	1,458	2,046	1,470
Port Alberni	17	14	158	679	851	615
Prince George	82	76	88	2,555	2,009	1,350
Prince Rupert	75	66	71	1,146	1,278	1,102
Princeton	2	2	3	490	632	392
Trail	10	6	13	1,070	1,203	1,053
Vancouver	1,238	1,005	1,843	24,822	27,487	19,148
Vernon	30	21	13	2,396	2,444	1,753
Victoria	340	205	381	3,541	3,986	2,925
Whitehorse	178	38	126	364	380	526
Canada	34,283	26,912	38,678	590,668	588,150	532,966
Males	19,523	14,218	23,010	479,539	474,661	428,221
Females	14,760	12,694	15,668	111,129	113,489	104,745

¹ Preliminary subject to revision.² Current vacancies only. Deferred vacancies are excluded.**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 3 months	182,030	121,722	60,308	14,625	42,504	67,083	34,551	23,267
1957 3 months	162,846	104,318	58,528	11,389	40,683	61,795	32,029	16,950

TABLE D-6.—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 2 TO MARCH 29, 1957⁽¹⁾
(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario					
	Vacancies Notified		Placements Casual		Vacancies Notified		Placements Casual		Vacancies Notified		Placements Casual		Vacancies Notified		Placements Casual		Vacancies Notified		Placements Casual		Vacancies Notified		Placements Casual			
	Reg.	Transf. out	Reg.	Transf. out	Reg.	Transf. out																				
Agriculture.....	38	17	10	9	3	267	141	4	6	417	180	2	4	5,032	1,631	1	1	25	164	28	20	1,502	872	67	104	
Forestry.....	1,775	12	10	9	3	2	2	1	1	1	1	1	1	1	1	1	4	1,018	1,707	1,301	.....	.....	218	218	
Fishing and Trapping.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	
Mining, Quarrying and Oil Wells.....	34	3	34	3	2	297	265	1	1	100	24	3	3	10	778	343	3	57	1,238	614	7	213	213			
Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	50	1,018	476	1	210	210		
Fuels.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	34	15	15	1	1		
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	12	9	9	1	1		
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	64	55	55	1	1		
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	80	59	59	5	1		
Manufacturing.....	43	12	2	18	31	6	20	18	14	2	149	86	1,007	118	48	678	328	123	1	20,626	13,156	552	290	24,542	17,284	361
Food and Beverages.....	21	4	18	16	16	2	14	14	14	149	149	86	33	3	136	90	13	1,298	839	48	3	1,890	1,356	177	11	
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,039	758	85	9	208	237	7	28
Rubber Products.....	12	1	7	1	4	1	2	2	2	1	1	1	1	1	1	1	1	107	758	12	12	312	193	578	468	15
Leather Products.....	1,039	758	12	12	312	193	578	468	15
Textile Products (except clothing).....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1,039	758	12	12	312	193	578	468	15
Clothing (textile and fur).....	1,039	758	12	12	312	193	578	468	15
Wood Products.....	7	1	4	34	21	2	8	4	4	8	8	8	107	63	11	11	11	6,614	3,900	19	19	13	13	1,801	1,498	26
Paper Products.....	12	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1,305	903	32	32	26	26	1,477	999	114
Printing, Publishing and Allied Industries.....	4	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1,746	463	25	5	871	578	61	6	
Iron and Steel Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Transportation Equipment.....	6	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1,746	463	25	5	871	578	61	6	
Non-Ferrous Metal Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Electrical Apparatus and Supplies.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Non-Metallic Mineral Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Chemical Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,746	463	25	5	871	578	61	6
Miscellaneous Manufacturing Industries.....	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1,746	463	25	5	871	578	61	6	

Construction	121	6	7	22	17	9	10	1,055	233	109	13	897	59	28	6,255	4,597	292	621	12,529	9,333	889	915			
General Contractors	229	111	6	7	8	9	9	799	187	79	11	782	514	52	17	4,635	3,338	221	605	10,017	7,591	545	877		
Special Trade Contractors	17	10	.....	13	9	.....	1	256	46	30	2	115	71	7	11	1,620	1,249	71	16	2,512	1,762	341	38
Transportation, Storage and Communication	35	13	9	33	283	55	203	1	638	100	372	26	1,281	338	14	2,849	886	435	3	4,009	1,977	844	43		
Transportation	32	10	9	33	280	54	202	1	586	72	369	25	1,714	296	1,045	13	2,208	757	429	3	3,253	1,629	744	6	
Storage	.....	.....	.....	1	1	1	1	1	111	5	6	38	28	2	62	36	1	336	216	420	132	83	1
Communication	.....	3	3	.....	2	1	1	1	41	23	2	1	29	14	3	29	1	579	93	5	.....	17	36
Public Utility Operation	1	1	1	1	1	1	165	6	73	73	9	3	4	97	3	3	445	239	14	3	
Trade	273	33	183	86	66	1,366	544	343	994	435	199	1	7,294	3,830	648	15	12,590	7,107	1,929	48	.....	.....	.....
Wholesale	226	14	29	49	9	33	139	219	231	103	103	103	2,168	1,123	162	4	4,259	2,221	940	14	.....	.....	.....
Retail	227	188	4	134	77	33	.....	878	405	94	4	623	332	96	5,126	2,707	486	11	8,331	4,886	989	34		
Finance, Insurance and Real Estate	35	3	1	20	14	2	.....	242	72	21	1	135	49	10	1	1,319	692	24	3	2,219	1,232	86	3	
Service	327	128	42	370	150	155	1	3,305	786	810	19	2,070	702	583	7	16,410	7,621	3,538	105	24,277	12,224	5,770	81	
Community or Public Service	20	10	5	45	30	8	.....	246	96	64	3	170	71	53	.....	1,167	713	46	7	2,545	1,425	200	9
Government Service	206	77	5	43	36	3	1	522	311	25	9	303	299	22	2	1,916	1,431	43	4	2,700	398	398	32		
Recreation Service	10	2	5	1	1	1	1	35	16	3	24	11	11	2	1	241	104	7	2	304	268	80	2		
Business Service	10	10	2	2	1	1	1	118	39	24	1	98	26	41	1	1,010	480	13	4	1,885	1,091	116	22		
Personal Service	81	29	32	279	82	144	1	1,384	324	694	6	1,428	304	466	5	12,076	4,887	3	3,352	52	15,114	5,740	4,976	22
Totals	2,769	494	93	58	960	355	446	17	7,803	3,165	1,829	137	7,059	2,695	2,033	67	61,051	33,018	5,527	2,138	85,971	52,211	11,365	1,991	
Men	2,607	391	85	58	559	144	332	16	5,520	2,195	1,285	123	4,833	1,818	1,088	65	36,376	29,480	2,013	2,083	54,153	35,206	7,519	1,927	
Women	162	103	8	401	211	114	1	2,283	970	544	14	2,216	877	345	2	21,073	12,538	3,514	3,536	36,618	17,005	3,346	64	

¹ Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 2 TO MARCH 29, 1957⁽¹⁾

(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Placements				Canada								
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements						
	Reg- ular	Cas- ual	Reg- ular	Cas- ual	Reg- ular	Cas- ual	Reg- ular	Cas- ual	Reg- ular	Cas- ual	Reg- ular	Cas- ual	Reg- ular	Cas- ual															
Agriculture	347	165	4	4	1,037	49	56	41	1	36	1,382	1	1	1,470	982	9	5	72	969	777	4	6	6	11,865	5,281	20	1,412		
Forestry	250	179	.....	49	.....	.....	.....	.....	2	.....	.....	.....	.....	1,314	562	27	49	547	188	5	27	5,021	2,465	49	399		
Fishing and Trapping	468	295	.....	25	196	129	4	2	2	1,200	29	1	1	200	420	91	5	25	2,773	1,330	9	33	15	.....	144	131	
Mining, Quarrying and Oil Wells	443	281	.....	24	196	129	4	2	1	173	117	1	1	770	305	25	47	74	1,456	737	25	1,456	1,330	29	52	33	3	
Metal Mining, Fuels	1	1	.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	13	13	2	2	2	2	134	134	8	
Non-Metal Mining, Quarrying, Clay and Sand Pits, Prospecting	4	21	13	13	13	5	5	7	1	1	332	220	2	2	332	220	2	2	18	11	4	4	95	77	1	2			
Manufacturing	2,823	1,627	.....	362	6	632	49	30	2,070	1,123	192	16	16	5,362	3,609	240	96	58,219	38,514	96	58,219	38,514	3,417	867	867			
Foods and Beverages	288	138	51	.....	188	116	19	.....	373	174	68	1	1	419	210	37	1	419	210	37	1	419	210	37	4,460	3,460	36
Tobacco and Tobacco Products	4	2	.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	329	329	7	
Rubber Products	74	31	13	6	6	7	5	5	27	19	48	27	3	48	27	3	48	27	3	48	27	3	1,845	1,845	4	
Leather Products	58	30	9	9	30	30	3	3	20	14	40	19	4	40	19	4	40	19	4	40	19	4	1,315	1,315	4	
Textile Products (except Clothing)	781	481	52	1	49	30	3	3	98	65	4	4	4	178	116	4	178	116	4	178	116	4	178	116	4	8,660	8,660	36	
Clothing (Textile and Fur)	196	106	28	38	38	18	4	1	251	159	18	2	2	2,212	1,911	60	60	11	5,627	4,187	11	5,627	4,187	273	273	52			
Paper Products	94	40	25	25	6	4	4	4	20	12	12	12	12	1	499	313	26	1	499	313	26	1	499	313	26	4	2,35	1,453	16
Printing, Publishing and Allied Industries	180	105	33	1	53	32	7	7	138	78	15	1	1	189	89	28	1	189	89	28	1	189	89	28	1,787	1,787	13		
Iron and Steel Products	430	275	72	1	95	40	11	18	318	171	34	1	1	490	270	29	1	490	270	29	1	490	270	29	10,133	7,108	194		
Transportation Equipment	255	168	1	131	77	2	2	2	311	167	16	16	16	337	231	13	13	337	231	13	13	337	231	13	5,757	3,954	159		
Non-Ferrous Metal Products	102	75	11	2	2	2	2	2	9	11	7	1	1	6	551	229	3	551	229	3	551	229	3	551	229	3	1,379	65	251
Electrical Apparatus and Supplies	78	37	10	5	5	2	2	2	20	13	13	13	13	76	29	6	76	29	6	76	29	6	76	29	6	3,119	1,755	23	
Non-Metallic Mineral Products	52	17	25	16	5	5	2	2	23	104	22	1	1	63	40	8	63	40	8	63	40	8	63	40	8	1,584	1,584	23	
Products of Petroleum and Coal	27	17	17	26	6	6	6	6	27	75	22	3	3	101	29	16	101	29	16	101	29	16	101	29	16	1,622	1,622	16	
Chemical Products	93	53	19	21	17	17	17	17	118	84	94	55	3	94	55	3	94	55	3	94	55	3	2,823	1,560	32	
Miscellaneous Manufacturing Industries	111	52	9	10	6	1	1	1	55	27	11	11	11	58	39	58	39	58	39	58	39	1	2,075	1,435	119	
Construction	1,184	64	153	981	543	115	9	9	1,618	990	12	12	12	3,424	2,503	222	222	3,424	2,503	222	222	222	222	222	250	28,961	20,064	5	
General Contractors	1,510	824	39	148	727	406	58	4	935	507	94	8	8	3,236	2,172	172	172	3,236	2,172	172	172	172	172	172	21	1,269	1,269	103	
Special Trade Contractors	424	360	25	5	254	137	57	5	683	421	96	4	4	3,424	2,247	50	50	3,424	2,247	50	50	3,424	2,247	50	6,318	4,312	677		
Transportation, Storage and Communication	949	408	105	33	448	173	78	2	986	280	146	1	1	1,572	667	119	119	1,572	667	119	119	1,572	667	119	13,550	4,997	163		
Transportation	774	306	77	329	130	62	15	15	741	237	81	1	1	1,276	526	106	106	1,276	526	106	106	1,276	526	106	7	11,193	4,037	87	
Storage	65	33	26	21	51	20	15	15	135	47	53	1	1	1,276	526	106	106	1,276	526	106	106	1,276	526	106	1,818	4,425	197		
Communication	110	69	2	12	68	23	1	1	110	76	12	1	1	1,276	526	106	106	1,276	526	106	106	1,276	526	106	1,539	3,535	51		

Public Utility Operation.....	86	32	1	138	36	1	23	163	51	6	206	60	2	1,426	525	112			
Trade.....	2,634	973	913	5	1,851	812	372	2	3,723	1,902	874	1	4,073	1,609	7	34,801	17,500	6,749	
Wholesale.....	1,378	510	488	1	730	335	177	1,491	671	473	591	1,162	591	216	2	12,032	5,716	2,840	
Retail.....	1,236	463	425	4	1,121	477	195	1,231	401	1	2,911	1,018	1,186	5	22,839	11,754	3,909		
Finance, Insurance and Real Estate.....	382	127	27	1	317	168	12	.....	698	345	18	1	776	412	37	.....	6,143	3,114	238
Service.....	3,737	1,419	1,138	17	3,510	1,230	533	19	7,579	2,623	1,351	29	7,885	3,805	1,395	32	68,470	30,688	15,315
Community or Public Service.....	507	252	40	.....	522	199	55	6	1,393	416	80	16	833	412	3	591	3,624	1,313	
Government Service.....	640	443	12	6	762	217	13	2	1,193	612	23	6	1,745	1,095	97	18	7,448	3,624	44
Recreation Service.....	95	30	45	.....	68	27	19	5	98	37	25	121	50	20	18	11,619	8,227	7,13	
Business Service.....	180	74	17	2	243	115	115	5	560	269	30	4	712	386	120	1	1,184	537	206
Personal Service.....	2,315	620	1,024	9	1,915	672	441	11	4,335	1,289	1,193	3	4,474	1,912	1,118	10	4,818	2,441	28
Totals.....	13,610	6,409	2,614	290	9,186	3,862	1,166	124	21,005	9,888	2,818	181	25,330	13,962	3,465	428	235,844	126,059	5431
Men.....	8,077	4,093	1,185	283	5,267	2,162	692	118	11,648	5,621	1,474	160	15,423	9,183	1,519	398	145,323	81,283	17,792
Women.....	5,533	2,316	1,429	7	3,919	1,700	474	6	9,357	4,267	1,344	21	9,907	4,779	1,946	30	88,441	44,766	13,561

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL BENEFIT PAYMENTS BY PROVINCE, MARCH 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	22.6	5,852	94,978 (861)	2,160,093
Prince Edward Island.....	4.7	828	19,963 (687)	373,929
Nova Scotia.....	25.0	7,120	105,189 (5,133)	2,048,532
New Brunswick.....	29.5	8,802	123,72 (4,068)	2,517,100
Quebec.....	165.7	64,004	695,923 (50,082)	14,899,652
Ontario.....	137.6	47,337	577,952 (37,220)	11,955,806
Manitoba.....	22.9	6,308	96,244 (7,192)	1,976,398
Saskatchewan.....	17.4	4,139	72,888 (3,248)	1,556,505
Alberta.....	23.1	8,199	96,999 (5,374)	2,178,429
British Columbia.....	49.8	16,137	209,219 (14,839)	4,458,779
Total, Canada, March 1957.....	498.3	168,726	2,063,065 (129,304)	44,125,523
Total, Canada, February 1957.....	457.8	210,270	1,831,424 (105,469)	38,603,408
Total, Canada, March 1956.....	451.5	154,458	2,008,060 (138,743)	38,167,352

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MARCH, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									Mar. 29 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
Canada.....	558,811	79,729	36,209	54,946	93,593	107,118	99,989	42,033	45,194	511,073
Male.....	457,781	65,692	30,426	46,218	77,405	88,453	86,436	34,569	28,532	415,144
Female.....	101,030	14,037	5,783	8,728	16,188	18,665	13,503	7,464	16,662	95,929
Newfoundland.....	25,205	2,494	1,759	2,039	3,857	6,246	5,122	2,130	1,558	21,696
Male.....	24,233	2,415	1,699	1,949	3,716	6,029	4,998	2,055	1,372	21,101
Female.....	972	79	60	90	141	217	124	75	186	595
Prince Edward Island.....	4,350	275	114	213	622	1,125	1,166	470	365	3,939
Male.....	3,752	246	96	185	534	974	1,033	422	262	3,354
Female.....	598	29	18	28	88	151	133	48	103	585
Nova Scotia.....	28,571	3,748	1,661	2,273	4,491	6,808	4,974	2,126	2,490	26,188
Male.....	25,118	3,354	1,482	1,975	3,827	6,116	4,602	1,895	1,867	23,102
Female.....	3,453	394	179	298	664	692	372	231	623	3,066
New Brunswick.....	33,728	4,029	1,681	2,760	5,748	7,745	6,648	2,953	2,164	31,108
Male.....	29,787	3,710	1,559	2,525	5,155	6,959	5,879	2,544	1,456	27,158
Female.....	3,941	319	122	235	593	786	769	409	708	3,950
Quebec.....	197,076	30,396	15,102	22,936	35,904	32,517	34,307	11,881	14,033	189,777
Male.....	167,204	25,843	13,169	20,414	31,510	27,822	30,194	10,005	8,247	160,634
Female.....	29,872	4,553	1,933	2,522	4,394	4,695	4,113	1,876	5,786	29,143
Ontario.....	151,367	23,220	9,693	15,066	25,237	29,391	24,852	10,435	13,473	127,757
Male.....	112,589	17,208	7,362	11,203	18,694	22,302	19,869	7,848	8,103	94,534
Female.....	38,778	6,012	2,331	3,863	6,543	7,089	4,983	2,587	5,370	33,223
Manitoba.....	24,023	2,825	967	1,853	3,517	5,101	4,669	2,732	2,359	24,375
Male.....	18,286	2,156	731	1,442	2,573	3,749	3,900	2,269	1,466	18,095
Female.....	5,737	669	236	411	944	1,352	769	463	893	6,280
Saskatchewan.....	17,036	1,407	791	1,112	2,434	3,918	4,017	2,079	1,278	18,137
Male.....	14,212	1,205	679	926	1,977	3,159	3,599	1,843	824	14,845
Female.....	2,824	202	112	186	457	759	418	236	454	3,292
Alberta.....	26,420	4,303	1,855	2,468	4,296	4,708	4,931	2,183	1,676	25,105
Male.....	22,859	3,807	1,606	2,174	3,697	3,977	4,541	1,911	1,146	20,803
Female.....	3,561	496	249	294	599	731	390	272	530	4,302
British Columbia.....	51,035	7,032	2,586	4,226	7,487	9,559	9,303	5,044	5,798	43,011
Male.....	39,741	5,748	2,043	3,425	5,722	7,366	7,871	3,777	3,789	31,518
Female.....	11,294	1,284	543	801	1,765	2,193	1,432	1,267	2,009	11,493

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MARCH, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending At End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,297	4,983	1,314	6,633	3,791	2,842	2,469
Prince Edward Island.....	861	752	109	837	395	442	316
Nova Scotia.....	8,861	5,953	2,908	8,663	5,994	2,669	2,555
New Brunswick.....	10,723	8,670	2,053	10,405	5,954	4,451	3,201
Quebec.....	72,117	55,363	16,754	70,825	46,915	23,910	26,887
Ontario.....	54,713	39,276	15,437	56,053	39,471	16,582	13,523
Manitoba.....	6,973	5,440	1,533	6,981	4,322	2,659	1,320
Saskatchewan.....	4,373	3,526	847	4,332	2,415	1,917	1,171
Alberta.....	10,168	7,288	2,880	9,767	6,854	2,913	3,540
British Columbia.....	17,279	12,018	5,261	17,591	11,532	6,059	4,842
Total, Canada, March 1957.....	192,365	143,269	49,066	192,087	127,643	64,444	59,824
Total, Canada, February 1957.....	190,714	144,020	46,694	238,490	159,285	79,205	59,546
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408

* In addition, revised claims received numbered 34,731.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 35,083 revised claims were disposed of. Of these, 3,141 were special requests not granted and 1,611 were appeals by claimants. There were 5,068 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	3,663,000	3,523,600	189,400
December.....	3,728,000	3,512,600	215,400†
1957—January.....	3,802,000	3,403,800	398,200†
February.....	3,866,000	3,320,000	546,000†

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	118.4	134.0	108.2	119.5	124.2
April.....	120.9	118.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1957

SOURCE: Dominion Bureau of Statistics

(1949 = 100)

—	April 56	Total March 57	April 57	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
(1) St. John's, Nfld.....	105.9	108.8	108.7	105.8	110.4	101.6	108.4	116.0
Halifax.....	114.8	118.7	119.4	112.5	128.1	114.0	125.3	123.4
Saint John.....	117.6	122.1	122.1	115.6	131.7	117.3	121.0	130.2
Montreal.....	116.7	120.3	120.5	118.8	138.7	104.7	115.4	124.5
Ottawa.....	117.7	121.6	122.4	116.0	141.2	111.9	118.2	128.4
Toronto.....	118.7	123.5	124.2	116.3	149.8	112.2	120.1	127.0
Winnipeg.....	116.5	118.4	119.2	114.6	128.9	112.0	116.5	124.6
Saskatoon—Regina.....	114.9	117.8	117.9	113.9	118.9	117.9	120.2	119.8
Edmonton—Calgary.....	114.6	117.4	117.7	113.0	121.2	116.5	119.1	122.5
Vancouver.....	118.6	122.4	122.2	118.0	130.3	113.9	128.7	124.4

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-APRIL 1956, 1957†

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
Cumulative Totals.....	88		26,017		225,060	0.06
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
Cumulative Totals.....	53		26,068		600,605	0.16

* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS APRIL 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Ended	In Progress Prior to April 1957		Major Issue (s)	Major Term(s) of Settlement
					Approximate Time Loss Man-Days	April To Date		
Mining— Other— Gaspé Copper Mines Murdockville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/CLC.	(2) 714	Mar. 10	.....	17,850	37,200	Recognition of union as bargaining agent.	.....
Manufacturing— Clothing— Dominion Glove Co., Ltd., Beebe, Que.	National Federation of Clothing Workers, CCCL.	(3) 121	Jan. 30	April 15	1,210	6,410	Wages and working conditions.	Increased statutory holidays and revision in overtime basis and seniority.
Wood— Imperial Lumber Co., Ltd., Jasper Place, Alta.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 514, AFL-CIO/CLC.	8	Sept. 8 1956	.....	175	1,670	Wages, holidays and union security in bargaining first agreement, conciliation procedures completed.	.....
Simmons Ltd., Vancouver, B.C.	Retail, Wholesale and Department Store Union No. 536, AFL-CIO/CLC.	60	Mar. 27	.....	1,260	1,455	Wages and hours, conciliation completed.	.....
Paper— John Dickinson and Co. (Canada), Hamilton, Ont.	International Printing Pressmen and Assistants Union of North America, No. 540, AFL-CIO/CLC.	76	Mar. 25	April 5	305	595	Dispute re work assignments.	Work resumed, further negotiations.
Printing and Publishing— Le Nouvelliste Inc., Trois-Rivières, Que.	International Typographical Union, No. 856, AFL-CIO/CLC.	31	Feb. 28	.....	775	1,635	Dispute over printing methods clause in contract.	.....
Photogravure Ideale Inc., Montreal, Que.	International Photo-Engravers Union of North America, No. 9, AFL-CIO/CLC.	8	Mar. 18	.....	165	255	Failure to implement award of arbitration board.	.....
Non-Metallic Minerals— Consumers Glass Co., Ltd., Toronto, Ont.	United Glass and Ceramic Workers of North America, No. 200, AFL-CIO/CLC.	291	Mar. 9	April 9	2,035	4,365	Wages and welfare benefits and statutory holidays.	Increased wages and improved working conditions.

Milton Brick Co., Milton, Ont.	United Mine Workers of America, No. 804, IND.	(4) 58	Mar. 22	1,450	2,000	Wages, hours, union security and statutory holidays.
Chemical Products— Saskatchewan Minerals, (Sodium and Sulphate Div.), Chaplin and Bishopric, Sask.	Oil, Chemical, and Atomic Workers' International Union, No. 16-678, AFL-CIO/CLC.	77	Mar. 15	75	880	Wages, overtime and holidays. Increased wages and improved vacations.
TRANSPORTATION— <i>Urban and Suburban—</i> Carrier & Freres Ltd., Shawinigan Falls, Que.	National Syndicate of Bus Drivers of Shawinigan Falls, CCCL.	70	Mar. 1	2,030	5,285	Union recognition.
TRADE— Metropolitan Stores Ltd., Sudbury, Ont.	International Union of Mine, Mill and Smelter Workers, No. 902, IND.	28	Sept. 22 1956	700	5,800	Wages, conciliation procedures completed.
Grand Pre Fruit Company, Grand Pre, N.S.	Kentville General Workers Union, No. 301, CLC.	6	Feb. 18	150	365	Dispute over reduction in staff, union alleged lockout.
*Irving Oil Ltd., St. John's, Nfld.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/CLC.	13	Feb. 25	Mar. 31	455	Wages and overtime rates. Workers replaced.
Honey Dew Shop, Windsor, Ont.	Retail Wholesale and Department Store Union, No. 499, AFL-CIO/CLC.	12	Mar. 22	300	395	Wages and hours.
Shelly Bros. Ltd., Saskatoon, Sask.	Retail Wholesale and Department Store Union, No. 935, AFL-CIO/CLC.	100	Mar. 28	2,100	2,300	Wages and working conditions in negotiating first agreement and union activity during office hours.
Purity Dairies Ltd., Windsor, Ont.	International Union of United Brewery, Flour, Cereal and Soft Drink and Distillery Workers of America, No. 800, AFL-CIO/CLC.	204	Mar. 30	1,225	1,430	Dispute over union jurisdiction for truck drivers. Return of workers and referral to arbitration.

STRIKES AND LOCKOUTS APRIL 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began ⁽¹⁾	Date Ended	Commencing In April 1957		Major Issue(s)	Major Term(s) of Settlement
					Approximate Loss April	Time Man-Days April To Date		
Logging— Passmore Lumber Co. Ltd., Passmore, B.C.	International Woodworkers of America, No. 1-405, AFL- CIO/CLC.	27	April 1	April 29	540	540	Wages.	Increased wages.
Sooke Lake Lumber Ltd., Esquimalt, B.C.	International Woodworkers of America, No. 1-118, AFL- CIO/CLC.	200 ⁽²⁾	April 2	April 21	3,200	3,200	Dispute over work assignment.	Adjustment of work assignment.
Canadian Forest Products Ltd., Englewood, B.C.	International Woodworkers of America, No. 1-71, AFL- CIO/CLC.	130	April 8	April 18	1,170	1,170	First aid facilities.	First aid facilities ruled in order by compensation board.
Mining— Coal— Greenwood Coal Co. Ltd., Greenwood, N.S.	Greenwood Mine Workers Union, IND.	45	April 29	April 29	60	60	Wages and other benefits.	Settlement by negotia- tions.
Manufacturing— Food Products— Union Packing Co. (Div. of Swift Canadian), Nose Creek, Alta.	United Packinghouse Work- ers of America, No. 422, AFL-CIO/CLC.	255	April 3	April 12	1,785	1,785	Distribution of working hours.	Referral to arbitration.
Textile Products— Dominion Fabrics Limited, Dumville, Ont.	Textile Workers of America, No. 755, AFL-CIO/CLC. International Ladies Garment Workers of America, AFL- CIO/CLC.	15 ⁽³⁾	April 22	April 6	60	60	Work assignment.	Negotiations of work assignment.
Wood Products— Various Wood Products Firms, Montmagny, Que.	Syndicat des Employés de L'Industrie du Bois Montmagny, CCCL.	125	April 30	.....	.....	60	Wages and working conditions.	Resumption of operations, further negotiations.
Paper Products— Canada Roof Products Ltd., Vancouver, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 842, AFL- CIO/CLC.	48	April 25	.....	145	145	Wages, conciliation procedures completed.	

Transportation Equipment—
Avro Aircraft Ltd.,
Toronto, Ont.

CONSTRUCTION— Various Building Contractors, Kitchener, Ont.	International Association of Machinists, No. 717, AFL-CIO/CLC.	April 16	April 17	7,300	7,300	Dismissal of union steward.
TRANSPORTATION— Husband Transport Ltd., London, Ont.	Various Building Trades Unions, AFL-CIO/CLC.	April 3	April 24	390	390	Employment of non-union labour.
TRADE— C. H. Smith Co. Ltd., Windsor, Ont.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 880, AFL-CIO/CLC.	April 1	April 3	150	150	Dismissal of 2 workers.
SERVICE— Various Private Clubs, Vancouver, B.C.	Retail, Wholesale and Department Store Union, No. 1002, AFL-CIO/CLC.	April 4	.....	3,520	3,520	Wages, conciliation procedures completed.
TRANSPORTATION— Various Hotels, Prince Rupert, B.C.	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 740, AFL-CIO/CLC.	135(7)	April 1	1,500	1,500	Differences re wages and welfare plan.
	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 636, AFL-CIO/CLC.	21(8)	April 20	105	105	Wages and fringe benefits, con- ciliation procedures completed.

(1) In this table the date of commencement is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 7 indirectly affected; (3) 7 indirectly affected; (4) 20 indirectly affected; (5) 40 indirectly affected; (6) 60 indirectly affected; (7) 2 indirectly affected.

* Later information indicates workers replaced.

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